

# The Status of Women in North Carolina Politics



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I want to thank the Women's Forum of North Carolina for supporting earlier research on women in appointed office.

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## EXECUTIVE SUMMARY

Study after study finds that when women seek and serve in political office – elected or appointed – they are as successful as their male counterparts. Yet, women remain severely underrepresented in North Carolina political offices. Although women make up over 54% of the registered voters in the state, women hold

- Less than 25 percent of all appointed and elected offices
- Under 20 percent of the elected positions with “taxing and spending” authority
- Approximately 18 percent of the positions on “Power Boards” – those with policy-making authority
- Slightly over 10 percent of leadership positions (e.g., mayor and board chair) in appointed and elected offices

In the last two decades, women have achieved many “firsts” in North Carolina politics. Elizabeth Dole was elected to the United States Senate in 2002, and Beverly Perdue was elected governor in 2008. Despite the fact that women have been elected to high profile public offices in North Carolina, the total number of women serving in appointed and elected offices has changed little over the last twenty years.

The situation is particularly acute in rural areas of North Carolina where women are not only greatly underrepresented in county and municipal offices, but many areas of North Carolina, there is no history of women ever serving in offices. There are 44 counties, for example, that have no women serving on the board of county commissions, and all are in areas of the state considered by the U.S. Census Bureau to be rural.

The main reason so few women are in appointed or elected office is not overt discrimination or structural deficiencies in the processes used to appoint or elect candidates to office, but the fact that so few women seek these offices. In an increasing frequency, **when women run, women win**. In the 2014 elections, for example, 25 percent of the candidates across North Carolina on the ballot were women, but 63 percent of these candidates won their races.

These findings point to the need for new solutions to the problems of underrepresentation. For the last few decades, the efforts to increase the number of women serving in political office has relied on a few underfunded nonprofit organizations that recruit or train women to run for office, political parties whose primary mission ignores gender equity, and some token efforts by government to establish commissions or study groups to examine the problem.

The solutions need to be more comprehensive and sustained across North Carolina. Educational institutions, including high schools, colleges, and universities, must take more proactive steps to reverse the trend of young women losing interest in politics as they move

from their teens to their 20s. Organizations whose missions are about preparing women leaders must join forces and resources to make larger and more sustained efforts at getting more women into the political pipeline. Finally, there needs to be much more awareness, not just about the problem of underrepresentation, but also about the research findings regarding the differences women – Democrat or Republican – make in governing, when they serve.

INTRODUCTION

Politics is often referred to as the last “glass ceiling” with women being vastly under-represented in political office (Kornblut, 2009). North Carolina has traditionally been a state with one of the largest gender gaps in the country. Currently, 27 percent of all elected officeholders in the state are women, while women are 51.3 percent of the state's population (Census, 2013). Similarly, women hold about 25 percent of all appointed offices in North Carolina.

North Carolina is not unique in terms of women being underrepresented in political office. Nationally, women are underrepresented at all levels of government.

Women Officeholders in the United States 2015	
Office	Percent Women
U.S. Senate	20.0
Members of the United States House of Representatives	19.3
State Governors	10.0
State Legislators	24.2
Mayors of the 100 Largest Cities	13.0

Source: Center for American Women and Politics, Rutgers University

The problem of women’s underrepresentation is significant and enduring. In the 1980s, the number of women running for and serving in political offices gradually increased. During the 1990s, women improved their numbers in appointed and elected offices more significantly. 1992 was declared the “Year of the Woman,” and the percentage of women serving in state legislatures increased from 18.4 to 20.5 percent after the November midterm elections. The percentage of women serving in state houses gradually increased until 2010, when the total number of women serving in office decreased by 59 women.

North Carolina experienced a similar pattern in terms of women running for and serving in political offices. During the 1992 election, North Carolina had a 12 percent increase in the number of women running for the General Assembly, which produced a net gain of six seats in the House and Senate for women. The percentage of women serving as state legislators grew until the 2010 election, when the state experienced a net decrease of six seats. Since then, the number of women running for and serving in legislative seats, as well as most other political offices in the state, has remained essentially flat.

Analyzing the data further, particularly in North Carolina, reveals that women of color and rural women are even more significantly underrepresented than their white and urban sisters. Nationally, 6.2 percent of the members of Congress are women of color and 5.3 percent of state legislators (CAWP, 2015). North Carolina has one African American woman – Alma Adams – in Congress and ten women of color in the North Carolina General

Assembly (5.8%), but since 2004, only 2.3% of candidates for elected office in the state have been women of color.

Citizens in rural areas of North Carolina have historically had fewer women representing them in local and state offices than do those living in the larger metropolitan areas of Charlotte, the Triad, and the Triangle. In 2004, forty counties had no women serving on the Board of County Commissioners, all of which were considered rural counties in the state. In 2015, forty-four counties have no women serving on the Board of County Commissioners, with all but three of these among the 85 rural counties in North Carolina. One of the issues that rural counties have in terms of women serving in elected office is that significantly fewer women candidates run in these rural counties – about 30 percent fewer candidates than in urban counties.

Just as the situation for women in elected office has improved relatively little over the last two decades, the number of women serving on political boards and commissions in the state has remained relatively low. Women hold about 25 percent of the appointed offices in North Carolina.

Often overlooked by many citizens, these appointed political offices play an important function in government, but also provide a significant pathway for women entering elected office. Summarizing several longitudinal studies on women entering state legislative offices since 1981, Sanbonmatsu, Carroll, and Walsh (2009) report that a large majority – over 65 percent – of women start their public service careers by having served on a local or state appointed board. The researchers contrast this with the experience of men who end up in state legislative offices, less than one-third of whom had local or state board experience.

North Carolina's underrepresentation of women in appointed offices is also reflected around the country. At the federal level, women continue to be underrepresented in key appointed positions like the President's Cabinet with only forty-five women having served in cabinet-level positions with most serving in the recent administrations of Presidents Clinton, Bush (George W. Bush), and Obama. Despite recent gains in cabinet-level appointments for women, gender equity remains elusive with only nine of the twenty-three cabinet-level appointments in President Obama's current administration being women – 39 percent. Likewise, the gender gap for state appointed offices is significant with women holding about 31 percent of the top-level appointed offices (Political Parity, 2012).

The issue of women's underrepresentation does not have simple solutions. Countries around the world with the highest percentage of women serving in office, like Sweden at just over 45 percent of its federal offices, have political parties that enforce quotas on the recruitment of women candidates and multi-seat districts, neither of which are likely to be mandated in the United States. Some states have taken proactive steps to get more women into appointed offices. Several states, such as Iowa (<https://openup.iowa.gov>), have legislation requiring gender equity on political boards and commissions. Other states, such as South Carolina and Massachusetts, have bipartisan efforts underway to improve the

## **Betsy Cochrane**

*Former member of the North Carolina House of Representatives and North Carolina Senate*

Betsy Cochrane's public service career was filled with many "firsts." The first woman elected to the North Carolina House from her district in Davidson County in 1980, she was also the first woman elected to the North Carolina Senate from her district in Davie County in 1988. Not satisfied with serving as a member of both chambers, Cochrane assumed leadership positions in both chambers, becoming the first woman in North Carolina to accomplish that task as she was the Republican minority leader in both the House (1985-88) and Senate (1989), as well as chairing the appropriations committees of both chambers.

Cochrane attributes her success as a legislator and her ascension into leadership on the fact that she had "to work twice as hard as a woman to earn [her] place in the legislature." Cochrane said the most important thing is for women seeking elected office "to know what they believe" and to "be assertive and not aggressive," advice she followed in her two decades in the General Assembly.

Betsy Cochrane is a 1958 graduate of Meredith College.



status of women in these key positions. The Southeastern Institute of Women in Politics in South Carolina operates the South Carolina Gubernatorial Appointments Project (SC GAP), a project to recruit qualified women in the state for these appointed positions and forward their names to the governor's office ([http://www.sselectswomen.com/about/sc\\_gap/](http://www.sselectswomen.com/about/sc_gap/)). The Massachusetts Government Appointments Project (MassGAP) is a non-partisan collaboration of women's groups whose purpose is to increase the number of women appointed by each new governor to senior-level cabinet positions, agency heads and selected authorities, boards and commissions in the Commonwealth. The Massachusetts Women's Political Caucus (MWPC) is the Lead Sponsor of this collaboration. Political Parity, a nonpartisan entity funded by the Hunt Alternatives Fund, has pioneered a national project to increase the number of women appointed to top government posts - The Women's Appointments Project. The Women's Appointments Project asks gubernatorial candidates to sign a pledge promising the appointment of women to 50 percent of high-level positions in state government. At the end of 2012, a total of eleven states were participating in the Women's Appointment Project.

States such as North Carolina have no legislative mandate or charge from the governor to improve gender inequality. Efforts to correct the relative lack of women in appointed and elected offices rests with women's advocacy groups like the Women's Forum of North Carolina or the former North Carolina Center for Women in Public Service – now merged with the Institute of Political Leadership (IOPL). Likewise, nonpartisan organizations like IOPL and partisan organizations like Lillian's List recruit and train women to run for elected office. Although the efforts of these organizations should be lauded, along with those made by other groups supporting women's rights, the task is large and generally does not capture the public's attention or become a priority of governors, legislative leaders, or the political parties.

### **Does Gender Diversity in Political Office Matter?**

When Bill Clinton began his tenure as president in 1993, he vowed to make his cabinet "look like America." Since this statement followed the well-publicized "Year of the Woman" in 1992, those who supported the idea of gender equity in the country had high hopes that the perennial problem of underrepresentation would be resolved. Although Clinton made some progress with his cabinet, the broader goal of appointed offices reflecting the demographics of the nation has yet to be realized.

Beyond the idea that a representative democracy should reflect its population, there are other arguments as to why the makeup of appointed or elected offices matters and why efforts to make this goal of gender equity a reality should be of greater importance to North Carolina citizens and political leaders. Three of the most important reasons political offices should more accurately reflect the gender makeup of North Carolina are

1. Women are role models for other women and, as such, become an inspiration to women becoming interested in public service;



2. Women bring a different approach to public service and enrich the public discussion about important issues; and
3. Women often use a different leadership style that encourages more inclusiveness and outreach.

The United States was established as a representative democracy. Examining the data about women in appointed and elected office clearly establishes that women do not have adequate representation at the table. Women's equity in political office should be a goal for symbolic reasons. If children grow up seeing both men and women in the public sphere, boys and girls will grow up fully understanding that public service is an option. In short, it will increase the ambition among girls to serve (Atkeson, 2003; Atkeson and Carrillo, 2007). As Fox and Lawless (2013) argue, high school and college age girls are 40 percent less likely than boys to see themselves as future political leaders. Fox and Lawless describe many reasons, such as girls taking fewer political science or civics courses, receiving less encouragement from their parents to consider politics as a career, and seeing fewer role models in political leadership positions.

Men and women enter public service in different ways. Research is very clear that women tend to develop a more careful plan for seeking a political office than do men, who can make the decision to seek political office on the spur of the moment (Lawless and Fox, 2012, Sanbonmatsu, Carroll, and Walsh, 2009). Part of the decision-making that women go through often involves talking with other women in the same office they are seeking or in a similar office. With fewer women in office, there are fewer opportunities for women with interest in public service to talk to another woman who is currently serving.

For many women, the pathway to elected office starts with appointed office. Summarizing several longitudinal studies on women entering state legislative offices since 1981, Sanbonmatsu, Carroll, and Walsh (2009) report that a large majority – over 65 percent – start their public service career by serving on a local or state appointed board. Researchers contrast this with the experience of men who end up in state legislative offices, less than one-third of whom had local or state board experience before running for the legislature.

Once women get into appointed or elected office, they often bring new approaches and perspectives to governing. Women and men continue to have different life experiences and points of reference, which can translate into a distinctive view of existing political issues and can lead to new issues being considered by political bodies. There is significant scholarly research that demonstrates that male and female legislators' priorities and preferences differ (Burrell, 1996; Dodson, 1998; Gerrity, Osborn, and Mendez, 2007; Swers, 2002). Women's increased presence in positions of political power, therefore, reduces the possibility that gender-salient issues will be overlooked. Studies show that the higher percentage of women in these bodies produces higher rates of bill passage of women-friendly policies (Berkman and O'Conner, 1993; Crowley, 2004, Poggione, 2004).

More women in political offices also infuse different leadership styles to governance. Women are more likely than men to adopt an approach to governing that emphasizes congeniality, cooperation, and participation, whereas men tend to emphasize hierarchy (Weikart et al, 2006; Kathlene, 1994, 1995; Tolleson-Rinehart, 1991). This different approach to leadership often has very tangible results in legislative bodies. Bodies with a significant number of women, particularly those chaired by women, often invite more public and expert input on policy issues and spend more time deliberating issues than when men hold a significant number of the seats in the legislative body or chair the group. In addition, women often have a stronger record on constituent services (Carroll, 2003).

The question, particularly as it pertains to this report, is *what kind of critical mass of women is necessary to affect the political and policy processes?* Dahlerup (2007) argues that women must make up at least 30 percent of the body in order for the group to consider new policy alternatives or have a more open process by which they work. Although not all scholars agree with this 30 percent threshold, they agree that a board or legislative body with a very small percentage of women can lead to the marginalization of women's voices. Given the historical and contemporary data on women in office in North Carolina, critical mass has not been reached and, therefore, both the way in which government works and a full range of policy alternatives have not been realized.

## History

The history of women serving in North Carolina political offices in significant numbers is relatively recent – within the last thirty years. Before the 1980s, women serving in elected offices and prominent appointed offices were rare. This pattern was not unique to North Carolina. The first woman to serve in Congress was Jeannette Rankin of Montana, who was elected in 1917. It was not until the 1980s that women held a full 5 percent of the seats in Congress on a consistent basis.

Likewise, the first woman elected as a state's governor, Nellie Tayloe Ross of Wyoming, was elected in 1925 to replace her deceased husband. Yet, it wasn't until 1975 that the first woman was elected on her own – Ellen Grasso of Connecticut – instead of as a replacement for her spouse. Even in 2015, 23 states have yet to elect a woman chief executive.

North Carolina's history of electing women to office mirrors that of the nation and, in many ways, the state is typical of the struggle of women, particularly in the Southeast, to achieve a critical mass necessary to fundamentally transform the governing or policy-making processes.

Some of the early pioneers in women's politics in North Carolina came from its mountain counties. Lillian Exum Clement of Asheville was the first woman elected to the General Assembly in 1920, winning her primary contest before the 19th Amendment passed, thus giving women in North Carolina and the nation the right to vote. The first woman elected

to a state legislature in the South, Clement became a one-term Democratic member of the North Carolina House of Representatives, where she introduced 17 bills. Like several other women pioneers in elected office, Clement's tenure was very short, as she chose not to run for reelection, in part as a result of marrying E. Eller Stafford in 1921.

Also from Western North Carolina, Jackson County native Getrude Dills McKee was the first woman elected to the North Carolina Senate in 1930. McKee had a long history of public service before being elected to the General Assembly; she served on the Jackson County Board of Education and the North Carolina Commission on Education, as well as many other civic organizations. McKee served three full terms and was elected to the fourth in 1948, but passed away soon after the election.

At the federal level, Eliza Jane Pratt was the first woman from North Carolina to serve in Congress, winning a special election in 1946 to replace Representative William Burgin, who passed away in office. A Democrat, Pratt had previously worked as a legislative assistant to Burgin, and she chose not to run in the 1946 general election. After serving six months in the House, Pratt returned to administrative assistant positions in the federal government and eventually became the legislative assistant for Representative A. Paul Kitchen from North Carolina's 8th district.

After Pratt ended her short tenure in Congress, it was almost a half century before Eva Clayton was elected to the United States House of Representatives. Clayton, who won a special election to succeed the unexpired term of Walter Jones, Sr., was the first African American elected to represent North Carolina in Congress since Reconstruction and served until 2003. It was during Clayton's tenure in office that other women from North Carolina were elected to Congress.

Republican Elizabeth Dole became the first woman to serve in the US Senate from North Carolina, winning election in 2002. She brought a long history of public service into her role as senator, having served as Secretary of Transportation in the Reagan Administration and Secretary of Labor in the George H.W. Bush administration. In 2008, she lost her reelection bid to Democrat Kay Hagan.

North Carolina became one of 26 states to have a woman governor in 2008, when it elected Democrat Beverly Perdue as the state's chief executive. She succeeded Mike Easley, with whom she served as Lt. Governor for two terms. In serving in the state's executive branch, Perdue joined seven other women who have served in a variety of Council of State positions. It was Elaine Marshall who became the first woman elected statewide to a Council of State position when she beat Richard Petty in 1996 and won the Secretary of State position, where she still serves.

In the judiciary, Rocky Mount native Susie Sharp was a pioneer for women in North Carolina and the nation. The only woman in her University of North Carolina School of Law class, Sharp was appointed to the Superior Court by Governor Kerr Scott in 1949, making her the

## **Susan Johnson**

### *Sheriff of Currituck County*

Susan Johnson from Currituck County occupies a unique position in North Carolina politics—she is the only woman serving as a sheriff in North Carolina. A Democrat, Johnson was elected for the first time in 2000, when she joined Barbara Pickens of Lincoln County as the only women serving as the chief law enforcement officer at the county level. Pickens retired in 2006 and no other woman, except Johnson, has served as sheriff since. Asked why she has run for reelection three times, Johnson said “I remain as dedicated to the duties of the office of sheriff today as I was when I began this challenging and rewarding adventure.” Johnson believes that she brings a different perspective to the office of sheriff. “My perspective as a woman in situations differs from my male counterparts because I lean more toward the idea of working toward the root of the problem than just affecting an arrest and solving the current incident,” Johnson said. The citizens of Currituck County clearly see the benefits of Johnson’s perspective and have kept her as sheriff through four elections.

first woman in the state to be a judge. In 1962 Governor Terry Sanford appointed Sharp as Associate Justice on the North Carolina Supreme Court, another first, and in 1974, Sharp garnered 74 percent of the statewide vote to become the first woman elected to a Chief Justice role for a state court in the country. Senator Sam Ervin even recommended to President Richard Nixon that Sharp become the first woman appointed to the United States Supreme Court, but Nixon rejected his suggestion (Hayes, 2008).

These are but a few of the political milestones for women in North Carolina politics. At the local level, Isabella Cannon was elected as mayor of Raleigh in 1977 at the age of 73. Known as “the little old lady in tennis shoes,” Cannon was the first woman mayor of a major city in North Carolina.

These and other women who have blazed political trails throughout North Carolina are remarkable in their own right. The larger story is that, despite the successes of these and other women and North Carolina’s reputation as a progressive state for much of the 20th Century, progress has been slow for achieving equality.

## WOMEN AS VOTERS IN NORTH CAROLINA

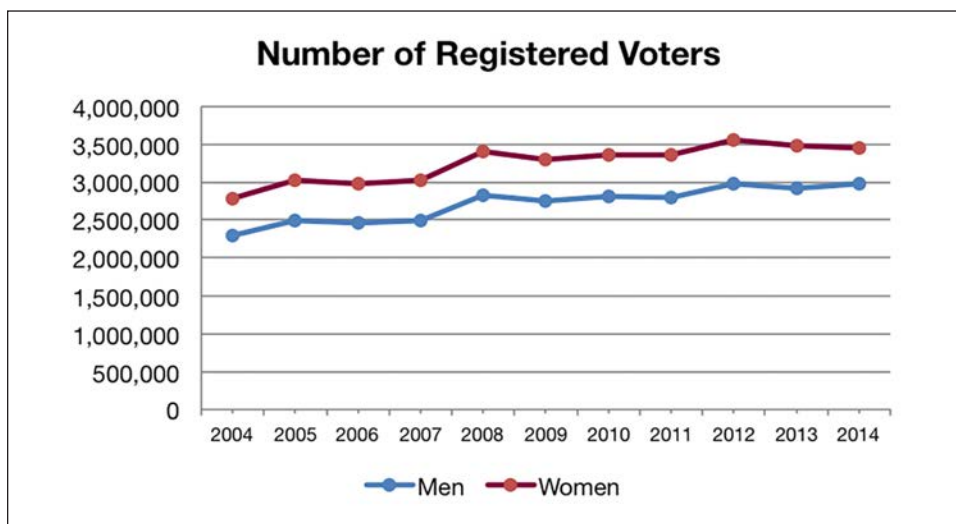
When the future 19th Amendment was being debated in North Carolina, many groups were aligned against giving women the right to vote. Democrats, particularly in eastern North Carolina, many churches, and the textile industry thought that giving women the right to vote would have many consequences, such as suffrage being fully extended to African Americans or damage to the institution of marriage. A sign hanging over the Hotel Raleigh in the summer of 1920 expressed the sentiment of these groups: "Politics are bad for women and women are bad for politics."

Beginning in the middle and latter parts of the 20th Century, women have become a numerical majority of voters in North Carolina and have become a political force at the ballot box, often determining the outcome of key elections in the state. Voting is the major way in which women shape public policy in the state.

Two concepts are important to understand women as voters in contemporary elections: voter turnout and gender gap. Both concepts speak to the power of women as voters and, indirectly, to women serving in elected office.

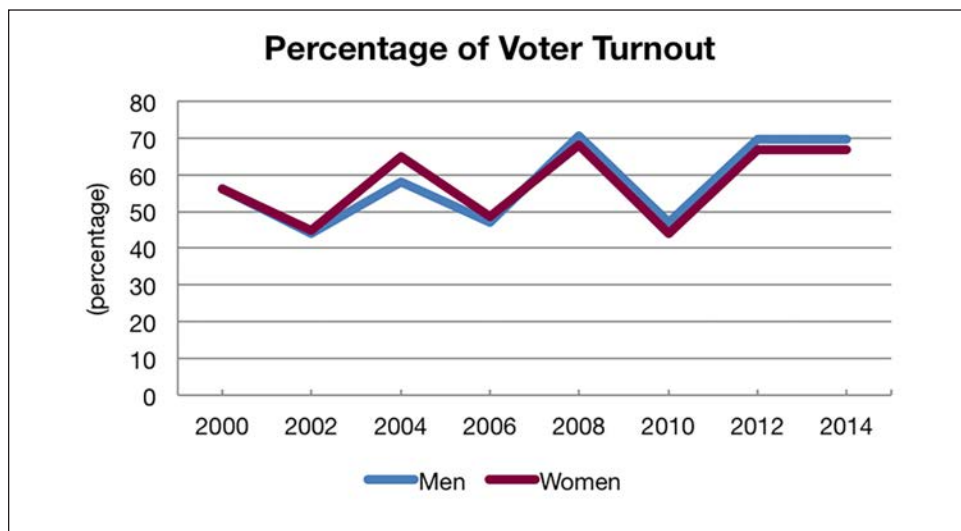
### Voter Registration

It has long been the case that women of voting age have outnumbered men in North Carolina. Voter registrations reflect this fact:

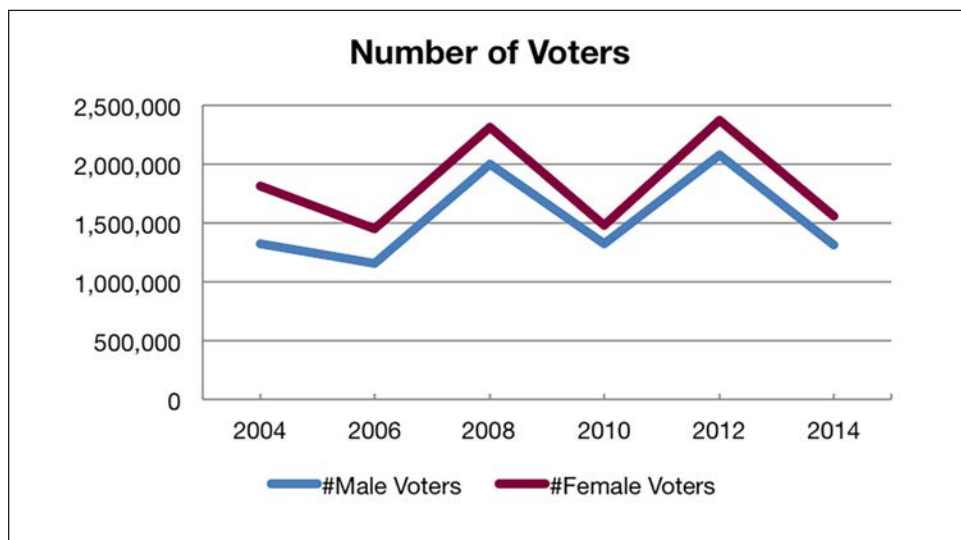


Source: NC Board of Elections

Voter turnout is the percentage of those registered that actually vote. At the national level, the turnout for women has exceeded that of men in every presidential election since 1980. In non-presidential election years, or midterm election years, women have turned out at a higher percentage than have men. This is not true in North Carolina, where voter turnout for men has exceeded that of women since 2008.



Despite the recent trend of men turning out to vote at a higher rate than women, the increasingly large number of women registered voters means that more women than men have voted in every election since 1980. In recent years, that gap has become very pronounced:



## Gender Gap in Voting Behavior

Not only is the number of women voting relative to men important, but it is also important to look at voting tendencies. Over the last twenty years, there has been discussion and research into the gender gap in voting. Since the election of Bill Clinton to the presidency in 1992, there has been a profound schism in voting behavior with a majority of women supporting Democratic presidential candidates and a majority of men supporting Republican presidential candidates.

The gender gap has many causes, but research supports the perception that Democrats favor policy positions held by a majority of women. In a recent Pew Research poll (2012), there were significant gender differences in terms of women favoring a more activist government, more social programs for the disadvantaged, fewer restrictions on abortion, support of same-sex marriage, and protections for the environment. Furthermore, the women who supported these policy positions felt that Democratic candidates held positions on these and other issues that were similar to their own.

In North Carolina, the profound gender gap has been more recent with the majority of women voting for Barack Obama for president in 2008 and 2012, rather than the Republican opponent.

Percentage of Men and Women Voting for Presidential Candidates						
	2004		2008		2012	
<b>Men</b>	Bush	60	McCain	56	Romney	54
	Kerry	38	Obama	43	Obama	45
<b>Women</b>	Bush	54	McCain	44	Romney	49
	Kerry	46	Obama	55	Obama	51

The 2008 election demonstrated the importance of women in North Carolina voting, as they turned the state into a battleground state. Since 1976, a majority of North Carolina voters had supported Republican presidential candidates, but in 2008, Obama used a 22-point advantage in unmarried women voters to earn a narrow victory over John McCain by approximately 10,000 votes. Women of color also helped reverse the four decade trend, as almost 98 percent of African American females voted for Obama for president.

In the 2008 United States Senate race between incumbent Elizabeth Dole and Democratic challenger Kay Hagan, the gender gap in voting, particularly among unmarried women, propelled Hagan's victory over the incumbent. Hagan's advantage with unmarried women was thirty points (62%-32%), while her overall advantage among all women was 14 percentage points.

In 2014, Kay Hagan lost her reelection bid to Republican challenger Thom Tillis, in part because she did not retain the support of women voters, as was suggested by many polls



leading up to election day. Hagan's advantage among women voters was 13 percent, but because fewer women voted than in a Presidential election year, she was unable to sustain her reelection bid given Tillis's 14 percentage point advantage among male voters. In a September 2014 Elon University poll, Hagan was found to have a lead of almost 20 points among women. Had this gap remained on Election Day, Hagan could have narrowly defeated Tillis and retained her Senate seat.

Despite Hagan's recent loss, the women's vote in North Carolina is the cornerstone of Democratic candidates' support for the foreseeable future. Republicans have worked hard to cut into the gender gap in voting, particularly during midterm elections, like 2014, but this voting gap continues and poses major concerns for GOP candidates as demographic projections show that the total number of women voters is expected to grow faster than the total number of men voters.

## WOMEN AS CANDIDATES IN NORTH CAROLINA

### The Challenges of Getting Women into Public Service

The number of women entering appointed and elected office has slowly increased over time, but not to the same degree as women entering professions such as law or medicine. In these areas many structural barriers have been reduced or removed, such as those related to admissions practices of law and medical schools. There are no such structural barriers to women seeking public service offices, but there are many factors affecting women considering a career, or even part-time service as an elected or appointed officeholder. Women still bear most of the child and senior care responsibilities in society, making it difficult to find the time to squeeze public service into their busy lives. Also, because women tend to find professional success somewhat later in their lives and relatively few political positions in the state pay a full-time salary, the economic realities of running and serving are real. These realities, however, do not explain fully why few women seek appointed and elected office in North Carolina.

A generation ago, there were widely held beliefs about why so few women ran for office. Up until the late 1970s and early 1980s, there was evidence that there was overt discrimination against women running for office and that electoral gatekeepers made it very difficult for women to run for office (Githens and Prestage, 1977; Kirkpatrick, 1974). The climate of overt discrimination is increasingly uncommon (Woods, 2000). Even some of the most widely held stereotypes, such as the idea that women cannot raise money to the same degree as men, an important indicator of electoral success, has been disproven (Cook, 1998; Fox, 2010; Lawless and Pearson, 2008).

Given that many barriers to electoral success have been reduced or eliminated, there are still challenges that women must overcome to achieve gender equity in office holding. The most obvious reason for slow growth in the number of women officeholders is the incumbency advantage. The facts that men hold a significant majority of political offices in the country and state and that, historically, incumbents win 70-95 percent of the time, depending on the office, make it difficult for women to quickly change the numbers. Also, women are just recently moving into the professions considered to be the natural pipelines to political office; thus, there is a lag between more women becoming lawyers, business executives, and other occupations that more likely lead to political careers and running for offices (Lawless and Fox, 2010).

The largest challenge, however, is in the motivation women have to enter politics. Political scientists Jennifer Lawless and Richard Fox argue that women are successful in achieving political office if they actively seek out offices (Lawless and Fox, 2012). Their research on the political pipeline demonstrates that women are half as likely as men to see themselves in office and half as likely again to take any steps to seek the office.

#### Ronda Jones

*Stokes County Board of Commissioners*

One of the first women to be elected to any political office in Stokes County, Ronda Jones is a strong believer that women must persevere to achieve gender equity in political offices. Jones, a Republican, lost her first race for the Stokes County Board of County Commissioners. After winning election in November 2010, Jones is now the Chair of the Board of County Commissioners. When asked what gave her the perseverance to run again after losing, Jones said that she had many female role models, including a “paternal great-grandmother who worked outside the home in a textile mill and a paternal grandmother who worked over 50 years for Burlington Industries.” These family influences made her realize that running for political office was possible because she had already “broken from the traditional stereotypes for women of my generation” and that she felt she “owed it to all women to do what she could for her community.” As the only woman serving on the Board of County Commissioners, Jones feels that her voice “inspires other young women to see their value and potential.”

One issue is women's self-perception. Men are 60 percent more likely to see themselves as well qualified for political office. Even highly qualified women often do not see themselves as suitable for office as even less qualified men. This self-perception, coupled with the research finding that women are encouraged to run for office about 40 percent less frequently than equally qualified men – by elected officeholders, party officials, friends, and family members – illustrates another reason why women across the nation and in North Carolina are outnumbered on the ballot by a 3-to-1 margin.

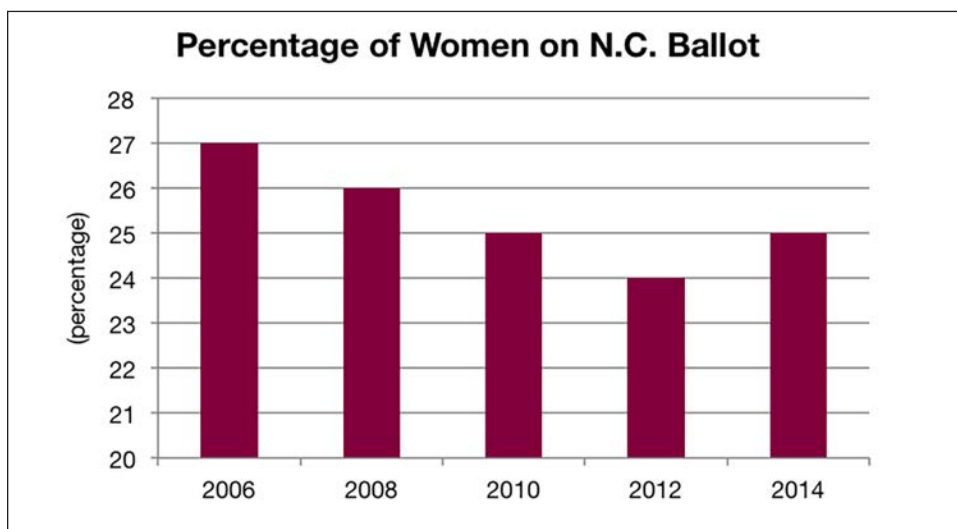
For the last two decades, however, women have won offices at an increasing rate, particularly in open seat elections. To put it bluntly, in a majority of cases, **when women run, women win.**

### The 2014 Ballot in North Carolina

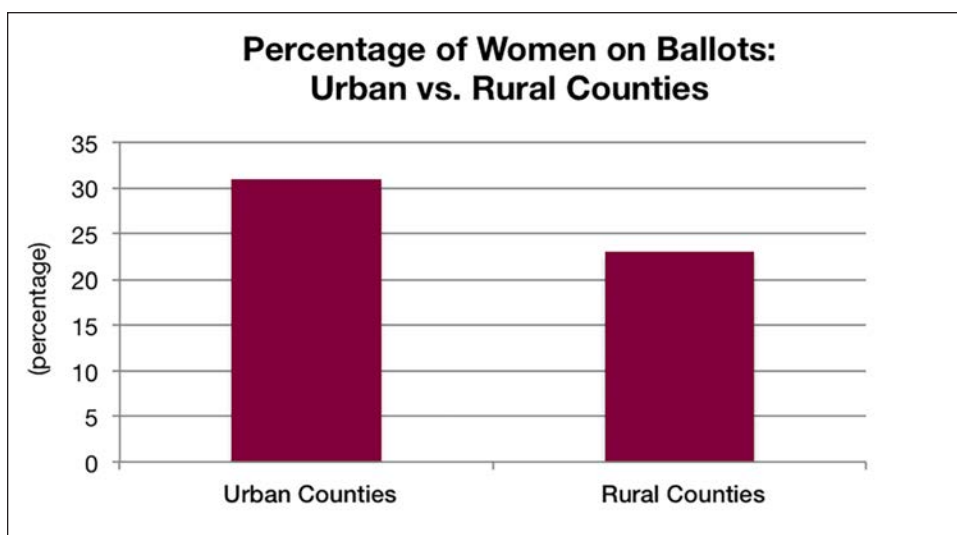
The situation described by Lawless and Fox delineates the difficulty for increasing the number of women in elected office in North Carolina. Women were 25 percent of the office-seekers in the 2014 general election, or 525 out of 2,097 candidates on the ballot. These women, however, won almost two-thirds of the races.

Office	Women as a percentage of candidates	Percentage of women winning the race
Federal	20	50
North Carolina Senate	27	54
North Carolina House	23	59
District Attorney	19	77
County Offices	24	62
Judicial	30	74
<b>Average</b>	<b>25</b>	<b>63</b>

The percentage of women on the North Carolina ballot has declined since the 2010 midterm election, a trend reflected in many states around the country. It also led to the decline in the number of women serving.



Further analysis of the data about women who run for office in North Carolina indicates that there is a disparity in women's representation between urban and rural areas of the state. In the 15 urban counties in North Carolina, women hold just over 31 percent of all the ballot positions, while in the 85 remaining counties, women comprise just 23 percent of the candidates<sup>3</sup>. Of these rural counties, Brunswick and Granville had no women on the ballot other than those for federal or statewide judicial seats. Eleven other rural counties had only one or more women running for either Clerk of Superior Court or Register of Deeds, two elected offices with little or no policy-making authority and long considered to be more administrative offices<sup>4</sup>.



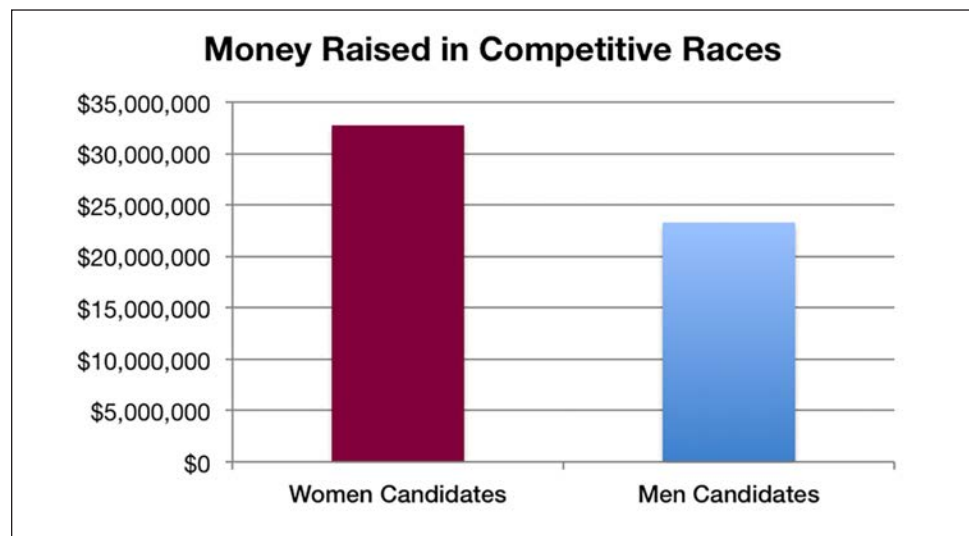
<sup>3</sup> The 15 urban counties, as determined by the US Census Bureau, are: Buncombe, Cabarrus, Cumberland, Durham, Forsyth, Gaston, Guilford, Iredell, Johnston, Mecklenburg, New Hanover, Orange, Pitt, Union, and Wake.

<sup>4</sup> The counties with only one or more women as candidates for Clerk of Superior Court or Register of Deeds are: Bladen, Cleveland, Davie, Edgecombe, Gates, Hyde, Jackson, Person, Robeson, Surry, and Wilkes.

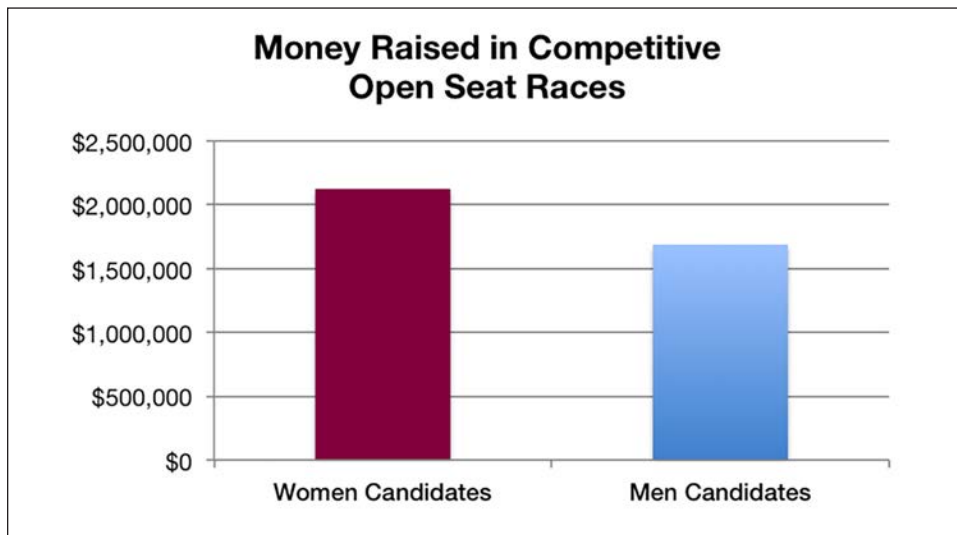
It is worth noting, however, that women win their electoral races in urban and rural counties at almost the same frequency.

In terms of candidate success, there is little question that fundraising is critical. Very few candidates enjoy the process, especially considering that the amount of money necessary to be successful in a competitive legislative or statewide race has increased so much in recent years. The average amount raised by both candidates, for example, in the ten most competitive state legislative races in 2014 was over \$600,000 with one race – the NC Senate District 18 race – approaching almost \$2 million in funds raised by both candidates.

There continues to be a belief among some prospective women candidates that men have the advantage in raising money, despite scholarly research to the contrary. The fundraising totals from 2014 support the findings of research across the nation that women are as good, if not better, at fundraising than their male counterparts. In examining the 28 most competitive races across the state (i.e., a margin of victory less than 10%), women outraised men by almost 30 percent.



The large margin can be somewhat attributed to the incumbency advantage of candidates such as US Senator Kay Hagan, but even when looking only at open seat races where there is no incumbency advantage, women outperform men in fundraising by over 20 percent.



The primary reason for the large gap between the number of men and women who run for office in North Carolina is a significant gap in political ambition. Put briefly, men and women do not have equal interest in seeking elected office. As Fox and Lawless (2014) argue, while men's interest in running for political office has remained steady over the last decade, women's interest has dropped. According to their research, only 14 percent of women express any interest in running for political office at some point in the future, while over 23 percent of men state a similar ambition. As Fox and Lawless point out, these differences hold across political party, income level, age, race, profession, and region.

This decrease in women's political ambition in the state and nation must be examined against the political realities that most voters seem to have no political biases against women running for office and that women can perform the tasks necessary for being a successful candidate, such as raising money, as indicated above.

Fox and Lawless identify three significant barriers to women's candidate emergence:

1. **Gendered perceptions of the qualifications to run for office and of the electoral environment.** Men are 60 percent more likely than women to assess themselves as "very qualified" to run for office. Women are twice as likely to consider themselves as "not at all qualified." These differences exist even when women report equal knowledge of the political process and policy issue, have similar experience in volunteering for political campaigns or attending public meetings, and have equivalent experiences such as serving on nonprofit boards. In addition to differences in perceived qualifications to run for office, women are more likely to perceive the electoral environment as biased against women, even when voters suggest otherwise.
2. **Gendered patterns of political recruitment.** Women are encouraged to run significantly less often than men. Overall women are 40 percent less likely to be encouraged by political actors — elected officials, party official, or political activists — than are men.

**Elaine Marshall***N.C. Secretary of State*

Longtime Secretary of State Elaine Marshall is one of the most well-known women in North Carolina politics. She made history when she was the first woman elected to an executive branch position statewide, beating NASCAR legend Richard Petty in the 1996 race for the Council of State position. Marshall has been reelected four times and is the longest serving elected member of the executive branch in North Carolina. Prior to her election as Secretary of State, Marshall served in the North Carolina Senate and was long involved in the county and state Democratic Party. As the first woman elected to the Council of State, Marshall has been joined over the years by seven other women, including current officeholders June Atkinson (Superintendent of Public Instruction), Cherie Berry (Commissioner of Labor), Janet Cowell (State Treasurer), and Beth Wood (State Auditor). A strong advocate for women in politics, Marshall's decision to get involved in public service was rooted in her childhood. "When I grew up I witnessed instances of inequity and discrimination in my community, directed at men, women, children, and families who would have little chance of realizing their dreams...I stood up for people without a voice," Marshall said.

Equally important, according to Fox and Lawless, is that women are 25 percent less likely to be encouraged by friends, professional colleagues, and family members to run for office than are men.

3. **Gendered household roles and responsibilities.** Women continue to bear most of the household and childcare responsibilities in relationships and, as scholar Duerst-Lahti (2005) argues, "women may now think about running for office, but they probably think about it while making up the bed."

Other research reveals a variety of other factors that affect this difference in political ambition. Fox and Lawless (2013) state that men and women are exposed to less political information and discussion while in high school and college and are, therefore, socialized to be less interested in seeking political office. This finding reflects the research of political scientist Bruce Bimber (1999) who argues that women 18-24 see a significant decline in their interest in and exposure to politics, leading to a "lost generation" of women who do not regain their political interest until their mid-to-late 30s.

As reflected in the next section of this report, fewer women serve in elected offices in rural parts of the state. As Fox and Lawless and other researchers suggest, places in North Carolina without many women serving in elected office are unlikely to have many women step forward to run for office, thus creating a vicious cycle.

The academic research and data from the candidacies of women in North Carolina elections demonstrate that existing practices for getting more women to run are simply not enough. There needs to be a concerted effort to change the political culture of North Carolina, and recommendations for beginning this process will be made at the end of this report.



## WOMEN IN ELECTED OFFICES IN NORTH CAROLINA

There are almost five thousand elected officeholders in North Carolina. A few, such as governor and United States Senator, are prominent and get a great deal of attention from citizens. Most, however, are at the county or city level, and those who occupy the offices are known to relatively few.

Across the spectrum of political offices in North Carolina, some elected offices, such as county sheriff, are virtually barren of women, while other offices, such as Clerk of Superior Court or Register of Deeds, have strong majorities of women. This lack of uniformity of representation also extends to the urban and rural areas of the state. Urban areas, like the Triangle and Charlotte, have a good number of women serving in almost every type of elected office. Rural areas are often a different story with few, if any, women serving in offices, especially policy-making positions.

The data about women serving in elected offices in North Carolina point to the need for more women candidates for all offices in the state. Women candidates – both Democrat and Republican – do well when they run, especially in statewide races. As the previous section on women candidates demonstrates, there are places and races in which no women run, and new solutions are needed in these locations.

### Congress

Since North Carolina elected Eliza Jane Pratt to the United States House of Representatives in 1946, eight women have served in Congress. Although the first two women elected to Congress were Democrats, the history of women in the North Carolina delegation demonstrates that North Carolina is indeed a “purple state” in terms of being almost equally divided between voters who favor Democrats or Republicans. On the statewide level, voters elected Republican Elizabeth Dole to the U.S. Senate in a midterm election and Democrat Kay Hagan in a presidential election year.

Kay Hagan (D)	US Senator	2009-2015
Alma Adams (D)	US House	2014 present
Renee Ellmers (R)	US House	2011-present
Virginia Foxx (R)	US House	2005-present
Sue Myrick (R)	US Representative	1995-2013
Elizabeth Dole (R)	US Senator	2003-2009
Eva Clayton (D)	US Representative	1992-2003
Eliza Jane Pratt (D)	US Representative	1946-1947



North Carolina's three-woman delegation in Congress slightly exceeds the national average (20 percent v. 19.4 percent), and relative to most Southeastern states, North Carolina compares favorably. As discussed earlier, women still constitute a small minority in Congress, not coming close to the 30 percent threshold that researchers suggest will dramatically affect how Congress functions.

In this era of extreme polarization in Congress, more women could increase the chances for actual bi-partisanship on some issues. As Swers (2013) argues, women are more aggressive advocates for legislation affecting women, children, and families, even across party lines. She goes on to argue that the presence of more women in a deliberative body on all issues affects the quality of debate and decision-making, even among men. Consequently, legislators rely less on their talking points and ideological positions and have more substantive debates on the merits of issues when more women are present. This effect is supported by other researchers who studied legislators' deliberations about abortion, defense, and social welfare programs (Hawkesworth, 2003, Dodson, 2006, Swers, 2007).

The issue of increasing women in North Carolina's congressional delegation is similar to that of increasing women's representation in other political offices. Six of the thirty candidates for Congress on the General Election ballot in 2014 were women. This fact illustrates the fundamental issue in the state that relatively few women run for elected offices, but they are likely to win when they run. Given the incumbency advantage for U.S. House races and the politically gerrymandered districts in these races, it is not likely that significantly more women will run until retirements or resignations create open seat elections, as they did this year in the 6th and 12th Districts. The best scenario for women to enter Congress is through the U.S. Senate because women of both parties perform better in statewide races. Also, as we have seen over recent decades, the incumbency advantage is not nearly as strong in these races.

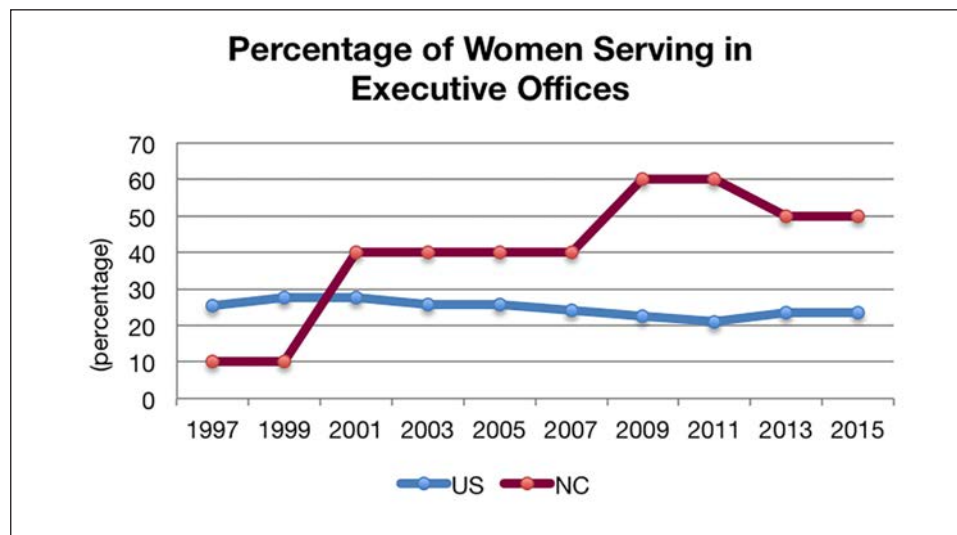
## Executive Branch

North Carolina has a strong recent history of electing women to statewide executive leadership positions. Elaine Marshall was the first woman elected to the Council of State in 1996 when she won the Secretary of State office. Since then, seven other women have been elected or appointed to executive positions, including governor.

There are ten elected positions in the executive branch of North Carolina<sup>3</sup>.

Janet Cowell (D)	State Treasurer	2009-present
Beth Wood (D)	State Auditor	2009-present
June Atkinson (D)	State Superintendent of Public Instruction	2005-present
Cherie Berry (R)	Commissioner of Labor	2001-present
Elaine Marshall (D)	Secretary of State	1997-present
Beverly M. Perdue (D)	Governor	2009-2013
	Lt. Governor	2001-2009
Patricia N. Willoughby (D) <sup>4</sup>	State Superintendent of Public Instruction	2004-2005
Meg Scott Phipps (D)	Commissioner of Agriculture	2001-2003

Over the last 15 years, North Carolina has exceeded the national average in terms of having women elected to offices in the executive branch of state government.



Source: Center for American Women in Politics

<sup>3</sup> Governor, Lt. Governor, Secretary of State, Attorney General, Commissioner of Agriculture, Commissioner of Insurance, Commissioner of Labor, State Auditor, State Treasurer, and Superintendent of Public Instruction.

<sup>4</sup> Patricia N. Willoughby was appointed to fill the unexpired term of Mike Ward.

The success of women being elected to Council of State offices in North Carolina can be attributed to the fact that more women run for these offices than they do for legislative offices – 35 percent v. 24 percent – and that women have a greater chance of winning in statewide races than in some districts in the state.

### **Legislative Branch**

Between 1979 and 1993, the number of women serving in the 50 U.S. state legislatures doubled. Although North Carolina did not see the same growth in the number of women legislators, the percentage of women in the General Assembly grew by over 50 percent. Since 1993, both at the state and national levels, the growth rate of women serving as legislators slowed. At the national level women gained 3.2 percentage points, while in North Carolina they gained 4.6 percentage points.

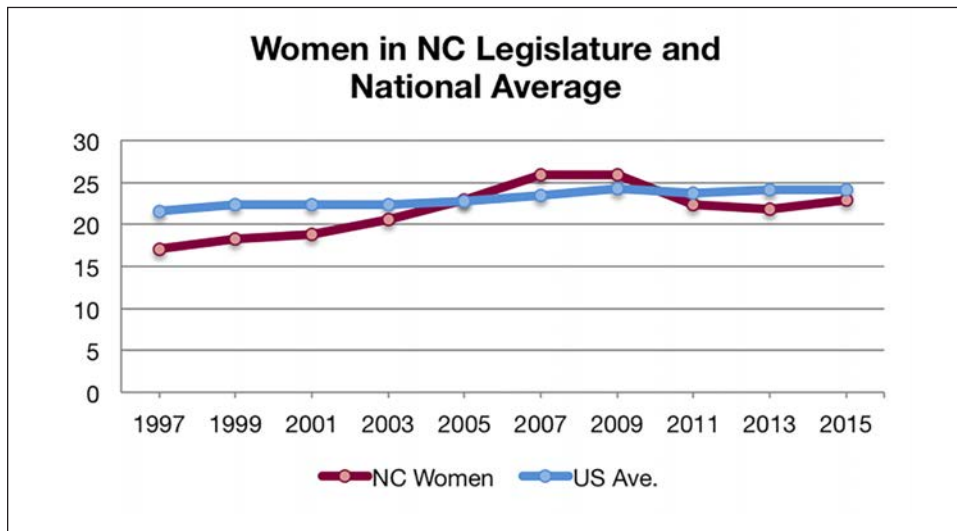
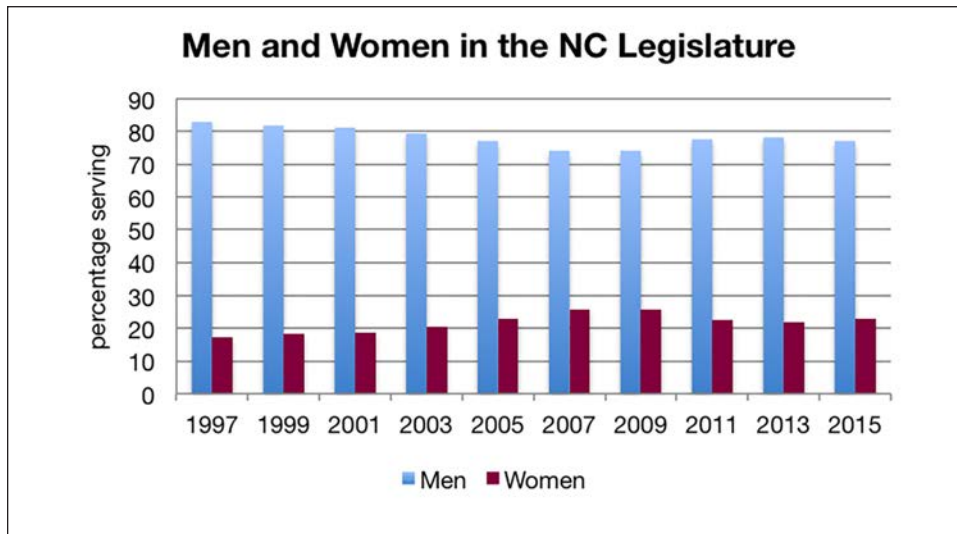
These slow gains have happened at the same time that women earned graduate and professional degrees at an increasing rate and/or were moving up the corporate ladder. By 2012, women were 44 percent of those graduating from law school.

As stated earlier in this report, there are many reasons for this slowdown in women serving in the state legislature. The incumbency advantage and women's reticence in becoming candidates for legislative seats (just over 24 percent of the candidates for General Assembly seats in 2014 were women) have been discussed.

Two other issues are related to the slowing growth rate of women serving as legislators.

1. The loss of multi-member districts in North Carolina – Until the redistricting after the 2000 Census, North Carolina, like other states had multiple representatives elected from one geographic region. These districts have been consistently demonstrated to be associated with higher numbers of women state legislators (Arceneaux, 2001; Carroll, 1994; Hogan, 2001). Darcy, Welch, and Clark (1994) argue that parties and voters in multimember districts use this opportunity to seek representational balance by sex.
2. The increased strength of the Republican Party in North Carolina politics – Although Republicans in North Carolina have elected women at all levels of government in the state, Democrats in the state and nation continue to elect more women.

As the following charts demonstrate, the number of women in the General Assembly peaked between 2007-09, and the percentage of women legislators is now the same as it was 10 years ago. This trend mirrors that of women office holders in other states, as the percentage of elected women nationally peaked at the same time it did in North Carolina.



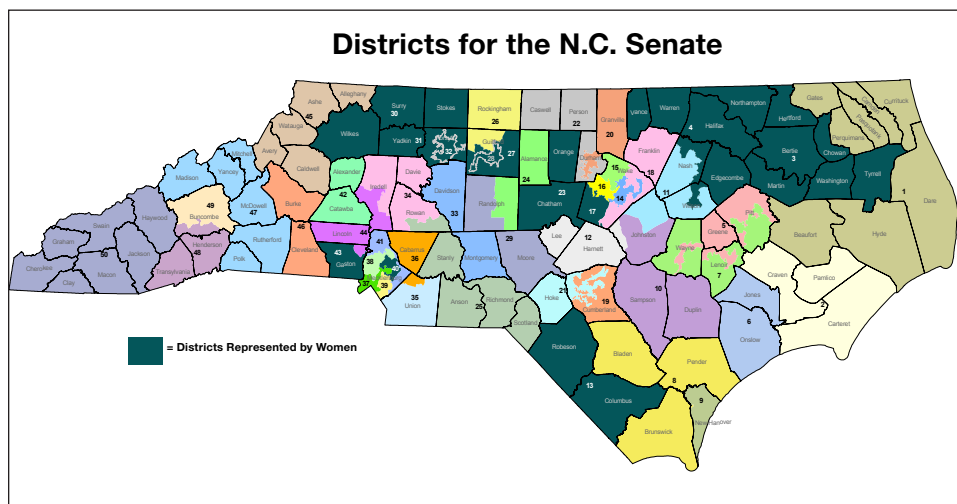
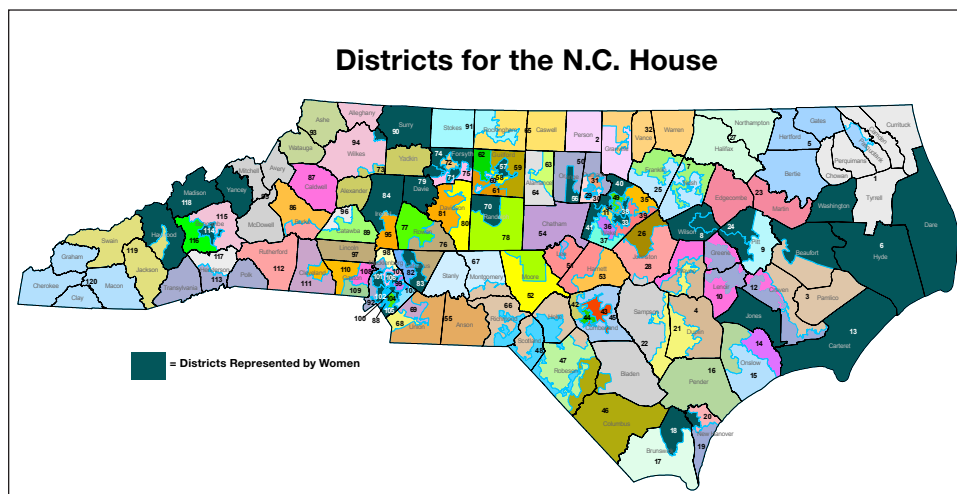
### Susan Myrick

*U.S. House of  
Representatives*

U.S. Representative Sue Myrick made history when she was elected as the first and (to date) only female Mayor of Charlotte in 1987. She continued setting milestones in 1995, when she became the first Republican woman to represent North Carolina in Congress. She then won re-election nine times and served her Charlotte-area district until January 2013. During her tenure, she served on the Energy & Commerce Committee and the Intelligence Committee. Myrick was particularly known for being one of the more conservative members of the chamber and was active in well-known caucuses that matched her beliefs, including the Republican Study Committee and the Tea Party Caucus. She became well known in her later congressional years for her strong views about protecting the country from terrorists. Myrick considered former British Prime Minister Margaret Thatcher to be her political role model because she thought that "[Thatcher] stood up for what she believed and fought for for what is right, no matter the odds stacked against her."

An examination of the geographic homes of women serving in the North Carolina General Assembly reveals that far more women serve from urban or suburban legislative districts than from rural districts.

In the North Carolina House, women from urban and suburban counties – particularly Durham, Guilford, Forsyth, Mecklenburg, and Wake counties – outnumbered women legislators from rural counties over 2.5 to 1. The women serving are also heavily concentrated within the I-85 to I-95 areas of the state, as demonstrated by the following figure.



Although the urban-rural disparity is not as pronounced in the North Carolina Senate, the number of women serving from urban and suburban counties is twice that of women from rural counties.

The North Carolina legislature is important for shaping public policies that affect daily lives of North Carolinians. Women in the General Assembly have important roles in shaping

policies such as education, transportation, and social welfare. Studies have shown that women influence the policymaking and decision-making processes of state legislatures. Their presence in the legislature even affects the political participation of women in the state (Burns, Schlozman, and Verba, 2001).

For these reasons, the slowing of growth in the number of women in the General Assembly underscores the importance of continuing recruitment efforts to encourage women to run for these offices, particularly in the rural parts of the state.

## **Judicial Branch**

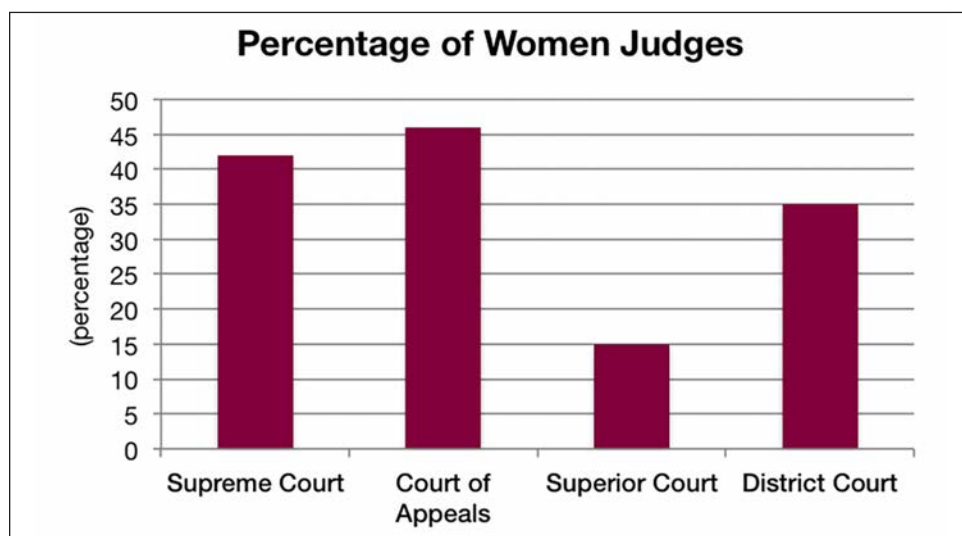
### *Judges*

Presidential, congressional, gubernatorial, and state legislative races command most of the attention from the media and voters, but in recent election years, some of the most hotly contested races in North Carolina have been for judicial offices. In 2012 and 2014, races for the Supreme Court attracted a great deal of money and attention. As in North Carolina, 37 other states elect judges. These officials make important decisions every day about public policies in North Carolina, and these offices have been the place where women have made the greatest strides toward gender equity in elected offices in the state.

Nationally, women made up 29 percent of all state judgeships in 2014 (NAWJ 2014) with 24 states, including North Carolina, exceeding a 30 percent threshold and only two states with 15 percent or less of their judgeships filled with women.

- The North Carolina Court System has elected judges in four types of courts – two at the trial level and two at the appeals level.
- There are 285 district court judges in North Carolina and these judges hear cases in criminal, smaller civil, juvenile, and family law. Of the district court judges in North Carolina, 101 are women.
- More serious criminal matters – primarily felonies – are heard by 100 superior court judges in the state as well as larger civil cases. Only 15 of these judges are women.
- The first level in the appellate court system is the North Carolina Court of Appeals, where 7 of the 15 judges are women.
- The top appellate court in the state is the North Carolina Supreme Court, where 3 of the 7 justices are women.





The higher percentage of women serving on the Supreme Court and Court of Appeals reflects the relative success of women running for statewide races, as opposed to districts.

#### *District Attorneys*

District Attorneys are elected representatives of the state and prosecute criminal and some juvenile cases in District and Superior Court. There are 39 district attorneys in North Carolina, 7 of whom are women.

#### *Clerks of Superior Court*

Voters elect a Clerk of Superior Court in each county of North Carolina. Although clerks are primarily responsible for the administrative functioning of the superior and district courts, the clerks have a number of judicial functions, such as hearing probate cases and, in some situations, adoptions and competency hearings. Historically in the state, women have held a larger percentage of these elected positions than most others in the state, primarily because of the stereotypical association of women to administrative positions.

Of the 100 Clerks of Court, 60 are women in North Carolina.

#### *Sheriff*

The county sheriff in North Carolina is an elected official who serves as the top law enforcement officer of a county. The only requirement for running for sheriff is that the person cannot be a felon.

Historically, few women have sought the position of county sheriff in North Carolina. Currently, Susan Johnson, a Democrat, serves as Sheriff of Currituck County. In 2014, only one other woman, Sandra Edwards Peterson of Union County, ran for sheriff (and lost).

## Local Offices

As women have increased their educational and occupational credentials for politics, according to eligibility pool theory (Assendelft 2014), women are more likely to enter politics. A basic premise of this theory is that women's entry-level political participation expands the eligibility pool of women prepared for and interested in pursuing positions at the state or national levels.

This idea of creating a pipeline for women seeking higher office has been challenged by researchers (Deckman, 2007; Carrol and Sanbonmatsu, 2010). These and other scholars argue that there is a gender difference in terms of the motivation men and women have for seeking office that makes this "stepping stone" idea less relevant to women. Most women decide to run for office because they want to fix a problem in their community, not necessarily because they are striving for the power of higher office. Women in local offices have much longer tenures in these offices than do men, often serving their entire public service careers on, for example, the county school board without ever desiring to seek a higher office.

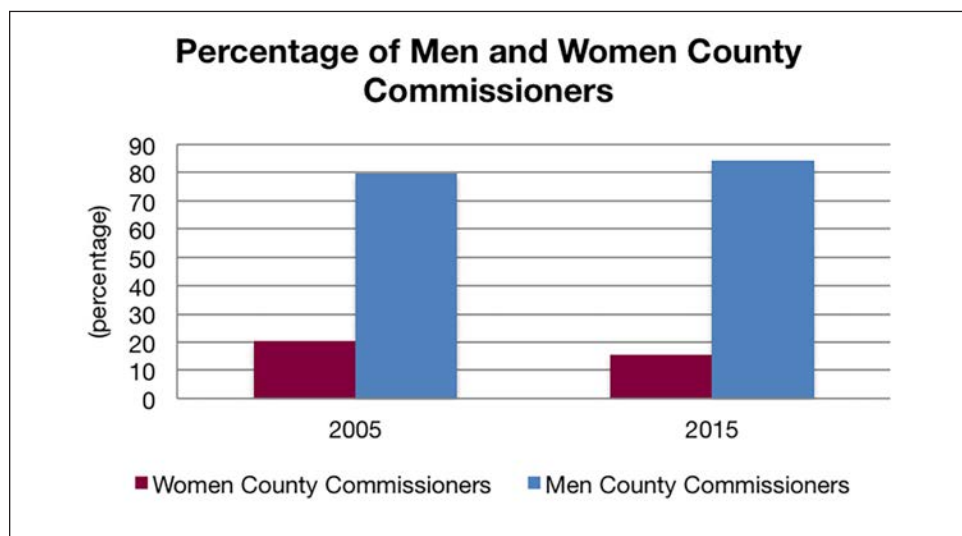
Barriers to elected office at the local level are often considered to be less significant than those at the state or federal level. First, there are more opportunities in North Carolina. Almost 90 percent of the elected offices in North Carolina are at the county or municipal level. In addition, many of these races are nonpartisan, have little media coverage, and are less expensive than races for other offices. Most of the positions are part-time and do not require women (or their families) to relocate.

However, despite the lower barriers to running, underrepresentation is still a significant issue for women in local offices. In some instances, the number of women serving in these offices has stalled or even declined over the last decade. It is also the case that the clearest divide between urban and rural North Carolina exists. In urban areas, women are well represented on boards of county commissioners, city and town councils, and school boards. In some rural areas of North Carolina, women are completely absent in these local offices.

### *County Offices*

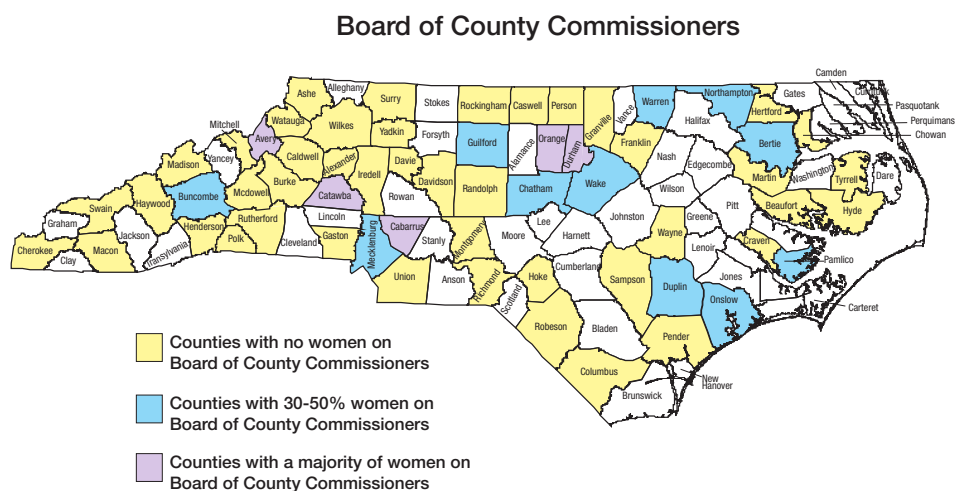
The legislative branch of government in all 100 North Carolina counties is the board of county commissioners. These boards are very powerful in the state as they set property tax rates and approve spending on a wide range of services including safety and public education. Across the state, the boards range in size and how the commissioners are elected – at-large or by district – and even in terms of how the board chair is selected.

Women are estimated to hold between 25-30 percent of council positions – county, as well as city and town – across the nation. Women are greatly underrepresented on the boards of county commissioners in North Carolina, and there has been a decline over the last ten years.



Even starker is the number of counties that have no women serving as county commissioners. In 2005, 40 counties had no women on boards of county commissioners. In 2015, 44 counties have no women serving on boards of county commissioners.

The question of gender equity at the county level is particularly important given the nature of the issues that boards of county commissioners debate. Spending on education, health, public safety, child and senior care are just some of the issues where women are not shaping the debate in almost half of North Carolina's counties.



*Register of Deeds*

Each county in North Carolina has a register of deeds, an elected official that oversees recording and keeping important records for citizens of the county. The office manages vital records – births, deaths, marriages, etc. – and also property transactions.

Candidates for register of deeds are elected through partisan elections, although the office rarely deals with partisan issues. Historically, this office has attracted more women candidates because it is perceived as less prestigious than other elected offices and is not a stepping-stone to higher office in most cases.

Of the 100 registers of deeds in North Carolina, 75 percent are women.

*Soil and Water Conservation District Supervisor*

After the Dust Bowl of the 1930s, there was pressure on North Carolina to pass legislation setting up a government agency and independent political unit to oversee soil and water conservation efforts. The N.C. General Statute 139 established the political office of Soil and Water Conservation District Supervisor, an elected position in 96 districts. There are 95 county districts in North Carolina, along with a five-county district – the Albemarle District with the remaining counties – Camden, Chowan, Currituck, Pasquotank and Perquimans. There are three elected positions per district, as well as two appointed positions. The exception is the Albemarle District with 15 elected supervisors. These races are nonpartisan, and the supervisors establish conservation priorities for the district and advise how to spend federal, state, and local funds on these priorities.

Historically, these offices get little media or public attention, and the campaigns tend to be conducted with little publicity.

After the 2014 elections, women held 9.5 percent of the 200 elected supervisor positions in North Carolina.

*Municipal Offices*

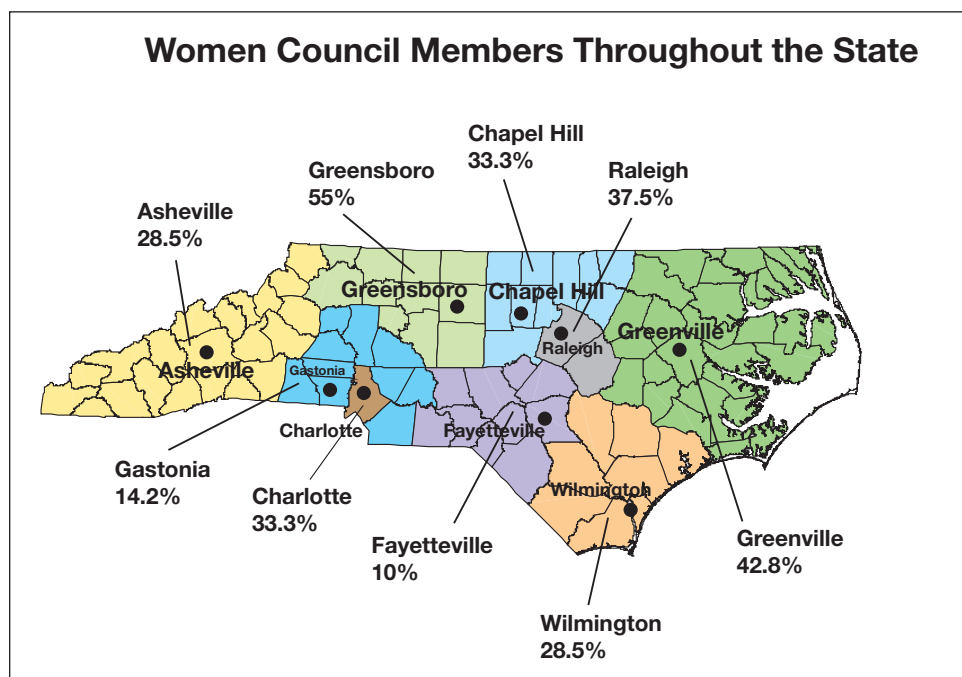
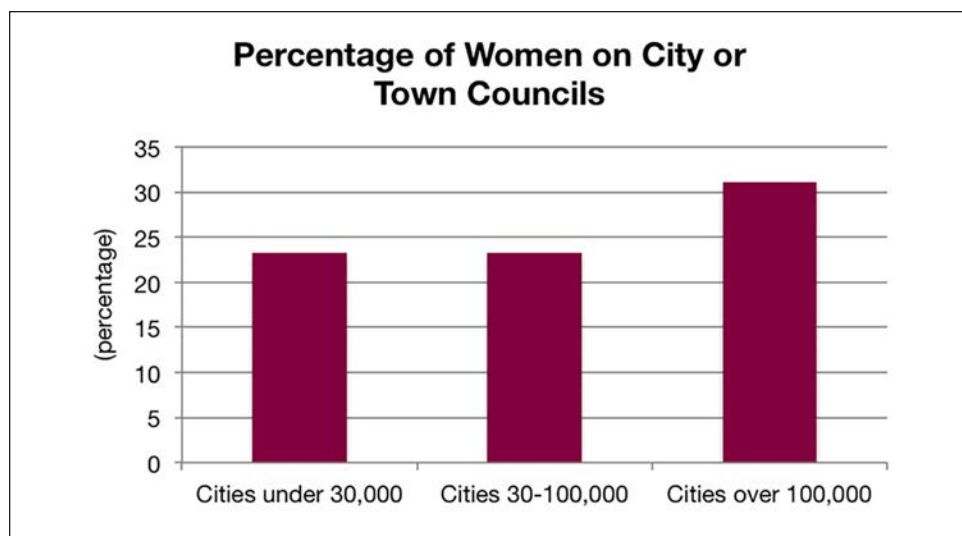
As with boards of county commissioners, city and town councils in North Carolina would appear to be good opportunities for women to serve in elected offices. Most municipal elections in North Carolina are nonpartisan. City and town councils have nonpartisan reputations, attracting a diverse group of less experienced politicians who want to work on issues in which ideology plays a smaller role than in state legislative offices. Issues such as economic development, public safety, and quality of life issues are often seen as attractive to community leaders with no aspirations for higher office (Beck, 1991).

Nationally, women comprise approximately 28 percent of city council members (National League of Cities, 2012) with more women serving on the councils of medium and larger cities and fewer in small communities. In North Carolina's cities and towns, 23 percent of the council members are women, but there is a gap between the larger cities and smaller ones.

**Justice Sarah Parker**  
*Former Chief Justice of the  
 North Carolina Supreme  
 Court*

Justice Sarah Parker served in the North Carolina judiciary for over 30 years. First appointed to the Court of Appeals in 1984 by Governor Jim Hunt, Parker was elected to the Supreme Court in 1992. She became Chief Justice of the Supreme Court in 2006 and remained in that position until her retirement in 2014. Parker was only the second woman, after Susie Sharp, to serve as the state's top jurist. Parker also served during a time in which the court made many decisions about controversial issues and in which funding was cut to the court system because of economic downturns. However, it was not just the thousands of cases that Parker heard or the more than 100 opinions she wrote during her years on the Supreme Court that made her legal career so memorable. Parker had many obstacles to overcome before she made it to the bench. One of very few women in her law school class in the 1960s, Parker became the first woman to join her Charlotte law firm in 1969. Always known for keeping party politics out of her judicial duties, Parker became a symbol for other women who aspired to the judiciary.

Parker attended Meredith College from 1960-62.



#### *Mayors*

The vast majority of municipalities in the United States and North Carolina have the position of mayor. Municipalities vary in their selection of the mayor based on the size and structure of the city council and whether there is a hired city or town manager. Mayors are often characterized as “strong” or “weak” depending on their formal powers. Strong mayors are elected to their position and often have the power to hire and fire city department heads. Weak mayors are elected from the council’s membership and have an equal vote with other council members.

In January 2014, of the 1,351 mayors of U.S. cities of over 30,000 residents, 249 or 18.4 percent were women (CAWP, 2015). In North Carolina, of the 28 mayors of cities over 30,000 residents, 6 or 21.4 percent are women.

Asheville	Esther Manheimer
Greensboro	Nancy Vaughn
High Point	Bernita Sims
Huntersville	Jill Swain
Raleigh	Nancy McFarlane
Wake Forest	Vivian Jones

Among the cities and towns of under 30,000 residents, there are 51 other women mayors in the state.

#### *School Board*

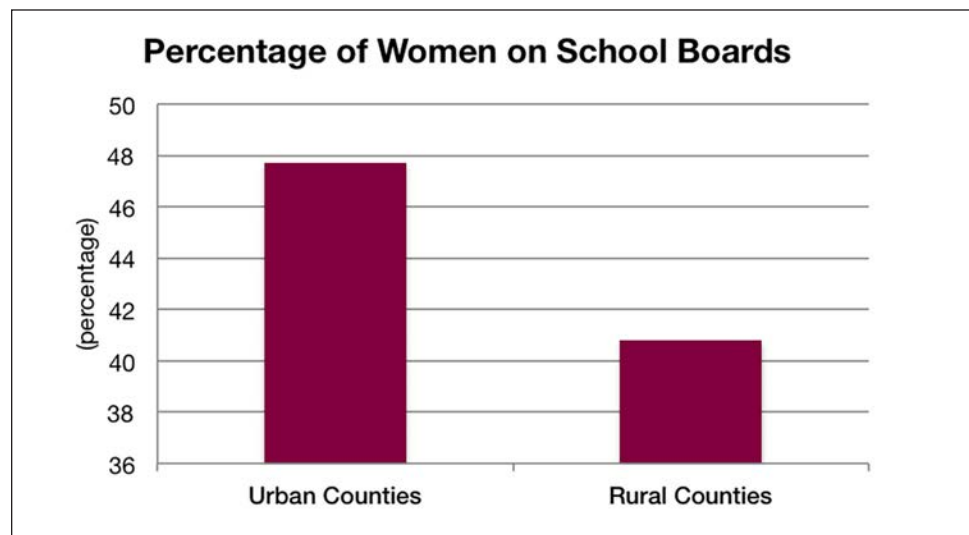
Most school boards in the United States are elected, including all 105 school boards in North Carolina. Historically, in the country and state, school boards have been elected offices that have had a higher percentage of women serving than in other offices.

Two theories suggest that women will have greater opportunities and successes running for school board positions than other elected offices. First, school board positions are less prestigious, thus making the seats less desirable and less competitive (MacManus et al., 2006). Second, women are considered to have natural credibility in the area of education policy as mothers, teachers, and childcare providers (Bers, 1978). Typically, school board positions are seen as attracting a different sort of officeholder – those interested more in policy or social impact than politics or a political career (Deckman, 2007).

Deckman argues that school board positions, because they are typically perceived as “apolitical,” do not become a pipeline for women seeking other political offices. Her research demonstrates that 76 percent of the women serving on school boards have no interest in running for higher office.

Nationally, about 40 percent of school board members are women. In North Carolina, 41 percent of school board members are women.

Despite the relatively long history of women serving on school boards in North Carolina and the perception that women are more credible in educational policy, there remains a gap between the number of women serving on school boards in urban counties and women serving on school boards in rural counties, as the figure below shows.



Although women do not make up a majority of the total school board members in North Carolina, 79 percent of the school boards in the state have women comprising at least 30 percent of their members, meeting the threshold established by Dahlrup for women's leadership style and policy perspectives to potentially influence how the boards operate.

School boards are the only policy-making bodies in North Carolina where women reach the 30 percent threshold. Only 17 percent of the boards of county commissioners reach that level, and 37 percent of the city and town councils reach that level of women's membership.

On the other end of the spectrum, 19 percent of N.C. cities and towns have no women on their councils, and 44 percent of the counties have no women making policy on their boards of county commissioners.

It is clear that there is much work left to be done to get women elected to all offices in North Carolina, but for certain offices and in certain locations, the work is just beginning.

### Women in Appointed Offices in North Carolina

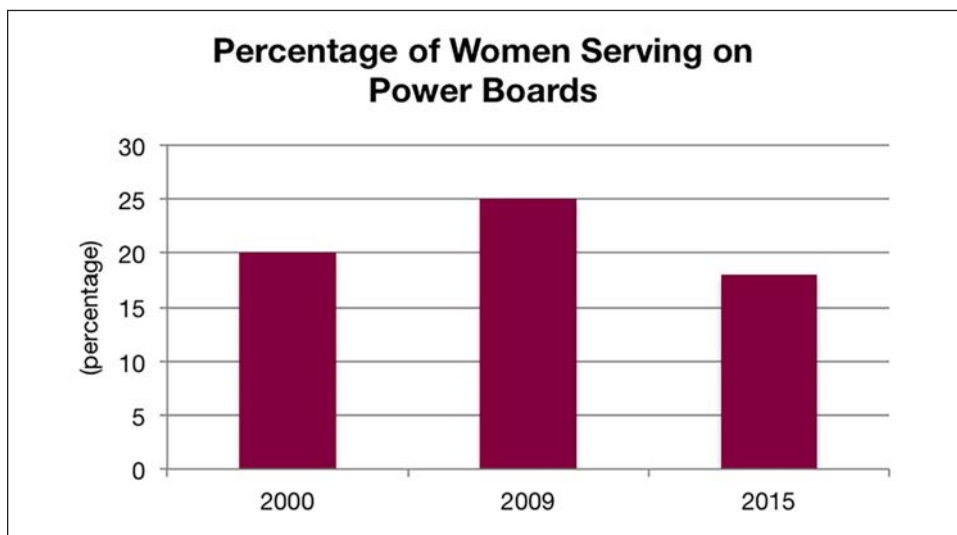
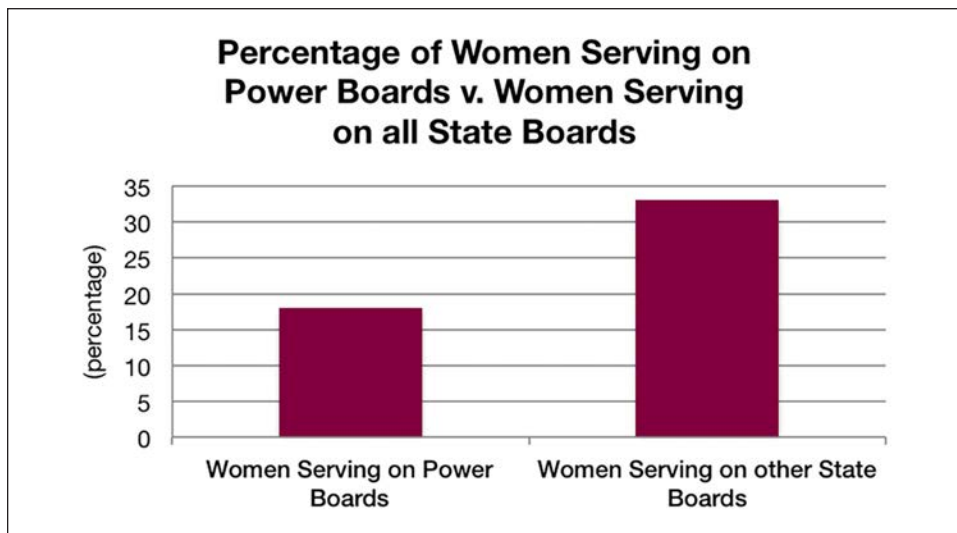
Appointed offices exist at the local and state level in North Carolina. Counties have a wide range of boards and commissions ranging from the Alcohol Beverage Control Board to the Historic Preservation Board. Wake County, for example, has over sixty appointed boards or commissions. The State of North Carolina has almost 400 boards and commissions. Some advise the governor or leaders in the General Assembly, while others regulate professions, such as dentists, lawyers, or certified public accountants; still others make policy, such as the University of North Carolina Board of Governors.



Most of these boards and commissions are advisory. They are important for lawmakers as these appointed officeholders make recommendations for new laws, regulations, and budgets in the areas they oversee. Many of these boards and commissions have relatively small demand for appointments, and some have unfilled seats from year-to-year.

A much smaller group of boards and commissions, often referred to as “Power Boards,” have policy-making authority. These are highly sought-after appointments and are often reserved for political allies to the appointing officials. These boards and commissions get a great deal of public and media scrutiny.

In comparing these two types of boards and commissions in North Carolina, the Power Boards are dramatically more underrepresented by women than are the other advisory boards and commissions.



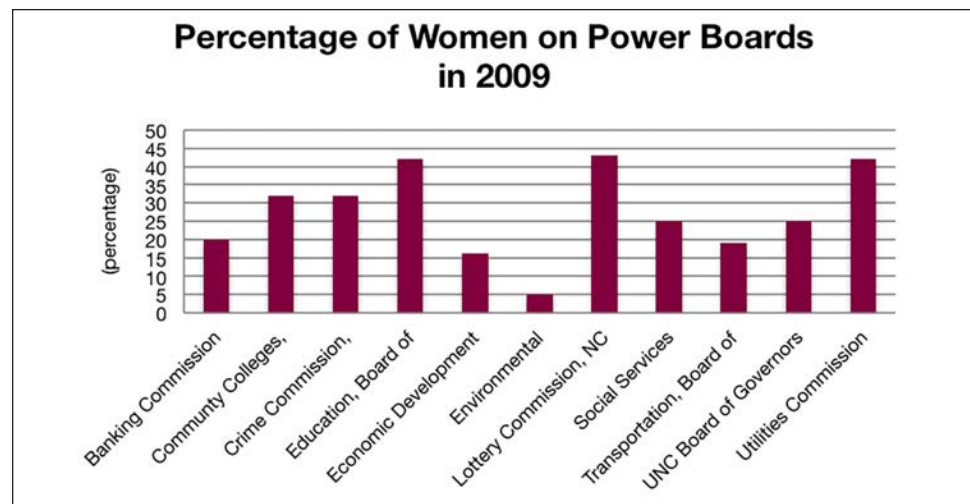
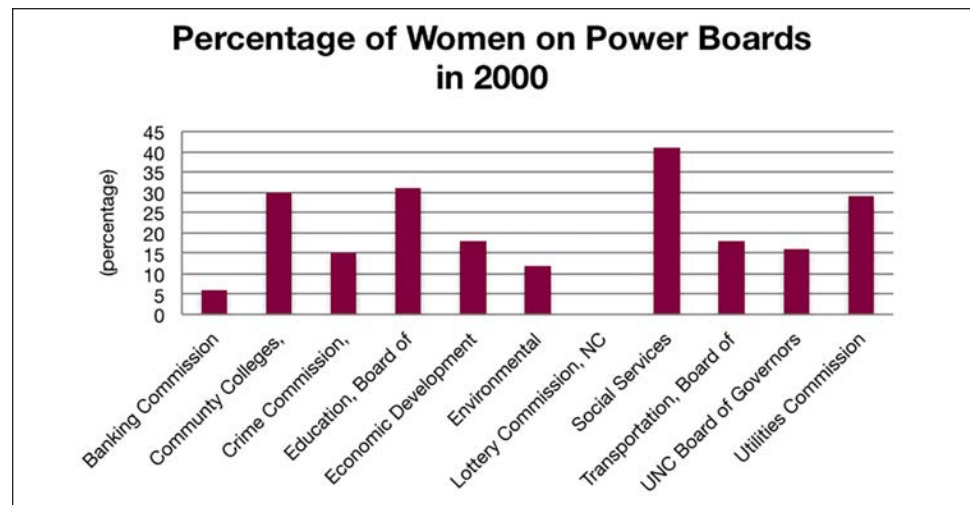
**Jenna Wadsworth**  
*Wake County Soil and Water  
 District Conservation Board  
 of Supervisors*

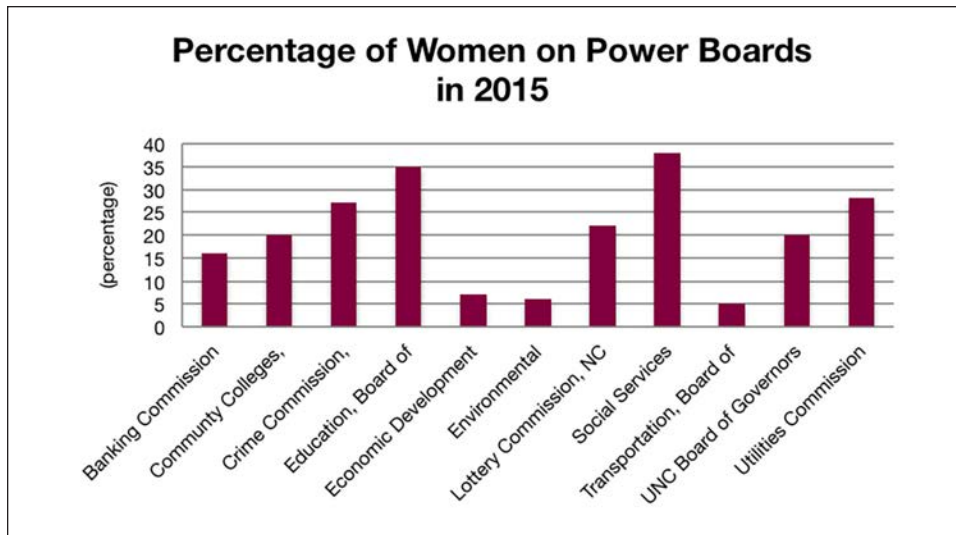
While still a student at North Carolina State University in 2010, Jenna Wadsworth decided to run for public office. Elected to the Wake County Soil and Water District Conservation Board of Supervisors that year, Wadsworth became the youngest woman ever elected to political office in the state. When Wadsworth ran, she recognized that she had many barriers to overcome: “So few women run for public office. It wasn’t just my age that could have caused some to dismiss my candidacy,” Wadsworth said. After serving her first four-year term as supervisor, Wadsworth was reelected in 2014. As a public servant, Wadsworth believes in the work of a soil and water supervisor in helping the environment. She also believes in getting more young women to consider the path she took. “Young people have a lot to offer,” Wadsworth said. “We have different ways of thinking. We bring a different perspective. We are passionate and have a lot of energy to effect change.”

Examining the Power Boards in North Carolina from 2000, 2009, and 2015 reveals that little has changed in terms of the gender composition. Indeed, the percentage of women serving on these boards is essentially the same today as it was in 2000, with only a marginal improvement shown in 2009.

If anything, the trend of the number of women serving on Power Boards reflects the same trend as women holding elected offices in North Carolina, both showing a decline around 2010. Although no accurate data exist on the number of women applying for appointed boards and commissions in the state, including Power Boards, it is reasonable to assume that there was a drop-off of women applying for political appointments, just as North Carolina experienced a decline in women deciding to run for elected office around the same time.

Historically, the two Power Boards with the highest percentage of women members have been the Board of Education and the Social Services Commission. Both of these appointed groups deal with issues more stereotypically associated with women, as opposed to economic development or transportation.





Only two boards and commissions, the Education Board and the Social Services Commission, consistently exceed the 30 percent threshold that researchers like Dahlerrup and others suggest is the tipping point for women to significantly affect the appointed body. Granted, the Governor's Crime Commission and the Utilities Commission are just beneath that threshold, but a majority of the Power Boards do not come close to that figure, suggesting that women are not fully using their preferred leadership styles or getting all points of view completely vetted.

The results demonstrate some consistent truths about women on Power Boards. First is that men are overrepresented on Power Boards. Second, appointment patterns and membership on Power Boards have changed little, which demonstrates a fundamental weakness in the system across time and different political parties in charge of appointments. Third, there have been few changes in terms of the types of Power Boards most likely to have more women members, suggesting that even among Power Boards, there is a pecking order.

The situation involving other state boards and commissions, although better in terms of the overall representation of women, is still far from reflecting the demographic makeup of the state.

## CONCLUSION AND RECOMMENDATIONS

### Conclusion

Appointed and elected offices remain heavily populated by men, despite the advances made by women in other areas of society. The number of women serving has edged up since the “Year of the Woman” in 1992, but in the last few years, the numbers have fallen back. Fewer women are running for and serving in elected offices than in 2010. The situation in rural areas of North Carolina is even more dire with almost half the counties and municipalities being served on city or town councils or boards of county commissions almost exclusively by men.

In appointed offices, such as the Power Boards of North Carolina, the number of women serving has remained low, despite the fact that the chief appointing officials – Governor, Speaker of the House, and President Pro Tempore of the Senate – have all changed. There is no discernable difference between when Democrats were appointing these boards and when Republicans were appointing these positions in terms of gender composition.

Many issues make seeking and serving in political office difficult for women. Some, such as the disproportionate burden of taking care of children or aging relatives, will take generations to solve and major cultural shifts. Other issues, such as the limited number of qualified women who choose to seek appointed and elected office in North Carolina, can be remedied through the intentional practices of a number of groups or organizations in the state.

### Recommendations for doubling the number of women seeking appointed and elected office by 2026

Getting more women into the political pipeline to seek appointed and elected office will take the combined efforts of groups throughout the state.

### Educators

As research indicates, young women are less inclined to consider a political career than their male counterparts, and the way high schools and colleges expose young people to government and politics contributes to this motivation gap.

Educators have an important role and should consider the following:

1. Advise more young women into political science classes. Research by Fox and Lawless (2013) suggests that young women who take just one political science course in college are 40 percent more likely to consider a career in the public sector.
2. High schools and colleges need to expose young women to women candidates and elected officials through class visits, forums, and formal mentoring programs. Baer and Hartmann (2014) argue that mentoring is especially important to developing ambition in

women to seek public office. They also state that mentoring is an important reciprocal relationship for both the officeholder and woman being mentored. Women in office often report feeling isolated. Having another woman to mentor reduces these feelings in the public official and helps the woman being mentored see public office as more attainable and rewarding.

3. The women's colleges in North Carolina – Bennett, Meredith, and Salem – and the women's programs on other college and university campuses in the state – need to develop more programming specifically tailored to female students in political leadership.

### **Women's Advocacy/Training Groups**

Many groups throughout the state have specific goals to increase the number of women serving on appointed boards and commissions or in elected office. The Women's Forum of North Carolina and the Institute of Political Leadership are two long-standing organizations that directly seek to get women into these positions, while groups such as the North Carolina League of Women Voters use more indirect means to get women into public leadership roles.

Although these groups do good work and have encouraged and trained women to enter the public sphere, the task of doubling the number of women seeking appointed and elected office over the next decade requires more collaborative effort and resources devoted to the recruitment and training programs.

Advocacy and training organizations should consider

1. Partnering with one another and sharing resources to create more programs aimed solely at women. In the Achieving Parity Study by the Institute for Women's Policy Research (2013), findings indicated that additional training programs were seen as the single most effective tool for converting potential candidates to declared candidates. They stated that coeducational programs did not deal with the specific issues that women face in deciding whether to run and actually running a successful campaign for office.
2. Affiliating with colleges and universities in North Carolina to create a stronger pipeline for the next ten years. Leadership development and mentoring is critical for young women and, as research demonstrates, women have a longer planning horizon for entering appointed and elected offices. Partnerships between these organizations and colleges and universities can keep young women connected with public service until they are able to run for office.

## Gale Wilkins

*Executive Director, N.C.  
Council for Women*

Gale Wilkins has often defied stereotypes. An African American woman, she has long been involved in the Republican Party at the state and national level, including serving on the inauguration committee for President George W. Bush in 2004. She completed her undergraduate degree as an adult, after forming a nonprofit organization—the Family Education Initiative—that teaches high school and college students about preventing domestic and sexual violence. In 2009 Wilkins was appointed by Governor Pat McCrory to head the North Carolina Council for Women, the state's leading voice in issues impacting women. The advice that Wilkins has always followed in public service is: "Be bold, courageous, and speak up. Trust your inner voice." Wilkins strongly believes in women seeking appointed and elected offices in North Carolina, as she says that more women need to "act as if they belong and boldly ask questions."

## Appointed and Elected Officials/Political Parties

Research clearly demonstrates that people in office and party officials do not approach women to become candidates for office to the same degree as they do men. People in these positions should

1. Reach out through civic (e.g., PTAs, Jr. League) and political organizations (e.g., Surry-Stokes Republican Women's Club of North Carolina) to identify and approach women in every county to seek appointed or elected offices.
2. Use local activists and women professional organizations to target their members as future officeholders.
3. Fund nonpartisan training programs for women wanting to seek appointed or elected office. (It is in the best interest of local and state governments, as well as both major political parties, to get more women into the political pipeline.) These funds could be a matching grant program for nonprofit organizations that conduct candidate training programs for women to help build their programs' capacities.

## Media and Opinion Leaders

The issue of underrepresentation of women in appointed and elected offices in North Carolina gets little public attention or scrutiny. There is far too much attention to issues like hyper-partisanship in Congress or the General Assembly without much analysis about how the composition of these elected bodies affects these symptoms. Likewise, there is a great deal of public frustration about issues like education and health care without many new proposals in these and other areas that affect women and families. There is little understanding of how legislative bodies made up predominantly of men tend to focus on other issues. Finally, there is too much focus on prominent or presumed candidacies of certain women, like Hillary Clinton, and not enough on the many races with other women or, in fact, without any women. This gives the misguided impression that women occupy a more prominent space in politics than they actually do.

Journalists and opinion leaders across the state should

1. Create more buzz about the value of women in the democratic process. Media stories should focus on underrepresentation, particularly in rural areas of North Carolina, not just on the prominent women who are in or are considering office. Stories should also focus on the value that women bring to governing.
2. Prominent leaders can use their positions to make symbolic and tangible statements about the importance of women in the state. Governor McCrory, for example, could make the North Carolina Council for Women a more prominent part of his administration by broadening its stated mission from a focus on reducing domestic violence to one that is more comprehensive.
3. Prominent women who have served or are serving in political office need to be more vocal about the importance of bringing more women into the pipeline. While many of these women, such as Elaine Marshall, have supported programs like the former North

Carolina Center for Women in Public Service, more women, of all political parties, should make a bipartisan statement about the importance of having more women in office and create specific action plans to make it so.

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Elliot, Sherri	Catawba	Puckett, Angela	Stokes
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Evans, Pat	Durham	Ray Criner, Sandra	New Hanover
Falls, Linda	Guilford	Reaves, Jeannette	Cleveland
Fields Strader, Christine	Rockingham	Reid, Eula	Pasquotank
Fletcher, Kimberly	Guilford	Robinson, Robin	New Hanover
Forga, Donna	Haywood	Roemer, Victoria	Forsyth
Foster, Angela	Guilford	Sasser, Debra	Wake
Fox, Angela	Guilford	Scarlett, Beverly	Orange
Freeman, Teresa	Halifax	Seaton, Sarah	Onslow
Hands, Tyyawdi	Mecklenburg	Shelton Sellers, Tessa	Cherokee
Hankins, Pauline	Brunswick	Shuford, Meredith	Lincoln
Hartsfield, Denise	Forsyth	Sigmon Walker, Amy	Catawba
Heath, Elizabeth	Lenoir	Siler-Mack, Cheri	Cumberland
Hilburn, P. Gwynett	Pitt	Smith, April	Cumberland
Holliday, Tabatha	Guilford	Stevenson, Amanda	Granville
		Stewart, Caron	Harnett

Thacker, Lisa	Anson
Thorne Tim, Rebecca	Mecklenburg
Thrower, Pennie	Gaston
Trosch, Elizabeth	Mecklenburg
Trotman, Yolanda	Mecklenburg
Underwood, Christine	Iredell
Vincent, Teresa	Guilford
Walczyk, Christine	Wake
Walker, Doretta	Durham
Wilhelm, Christy	Cabarrus
Wilson, Amanda	Richmond
Wood, April	Davidson
Worley, Anna	Wake
Yancey, Carolyn	Granville

**District Attorneys:**

Asbell, Valerie	Hertford
Cook, Brandy	Rowan
Doyle, Susan	Johnston
Freeman, Lorrin	Wake
Robb, Kimberly	Pitt
Vaneekhoven, Roxann	Cabarrus
Welch, Ashley	Macon

**Sheriff:**

Johnson, Susan	Currituck
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**County Soil and Water Supervisors:**

Bell, Pam	Macon
Carpenter, Nichole	Anson
Carter, Nancy	Mecklenburg
Coleman, Ann	Avery
Gallion, Erica	Harnett
Hamilton, Mittie	Tyrrell
Hamm, Betty	Vance
Hanson, Louise	Dare
Herring, Ann	Duplin
Howard, Marion	Onslow
Israel, Elise	Buncombe
Locklier, Katie	Durham
Parnell, Laura	Catawba
Porter, Victoria	Cabarrus
Raye Jones, Donna	Madison
Rhodes, Gerda	Washington

Slade, Joan	Caswell
Tucker, Beth	Forsyth
Wadsworth, Jenna Austin	Wake

**County Register of Deeds:**

Adcock, Kathy	Granville
Alston, Yvonne	Warren
Beasley, Tammy	New Hanover
Bradshaw, Eleanor	Sampson
Bullock, Kandance	Columbus
Carpenter, Robin	Edgecombe
Cipriani, Rebecca	Rockingham
Comer, Carolyn	Surry
Cooper, Elizabeth	Burke
Crump, Crystal	Union
Davis, Brandi	Franklin
Dellinger, Renee	Avery
Dockery, Daphne	Cherokee
Douglas, Linda	Richmond
Evans-Barbee, Judy	Halifax
Frierson, Jacqueline	Perquimans
Garrett, Amanda	Person
Gilliard, Lynn	Chowan
Gray, Susan	Jones
Hall, Denise	Currituck
Hampton, Tonia	McDowell
Hargrove, Kimberly	Harnett
Hicks Spencer, Donna	Catawba
Holcomb, Debra	Scotland
Horton, Cathy	Gates
Huntley, Joanne	Anson
Hurst, Camille	Hoke
Huskey, Faye	Rutherford
Jobe, Willore	Yancey
Kight, Peggy	Camden
Kirkland, Diana	Swain
Laws, Kathy	Mitchell
Lear Willoughby, Sharon	Pender
Lewis, Lynn	Pamlico
Locklear, Vicki	Robeson
Lockridge, Susan	Gaston
Lowder, Suzanne	Stanly
Lowe, Krista	Randolph
Maney, Phyllis	Clay

Manning, Tina	Martin	Burnette Chastain, Patricia	Franklin
Martin, Judy	Moore	Chinn Gary, Elisa	Mecklenburg
McInnis, Mollie	Lee	Clark, Kim	Caldwell
McMurren-Smith, Vanzolla	Dare	Cook, Janet	Mitchell
Melvin, Anne	Nash	Cornett Deal, Diane	Watauga
Mercer Clemmons, Brenda	Brunswick	Creech Ball, Michelle	Johnston
Mooring, Lois	Wayne	Daniel, Vickie	Richmond
Murphy, Nancy	Greene	Daniels, Lisa	Avery
Nichols, Lisa	Pitt	Dennis, Niki	Bladen
Norris, Kaye	Montgomery	Drechsler, Ellen	Davie
Ownbey, Cindy	Transylvania	Etheridge Sexton, Angie	Tyrrell
Parks, Beverly	Bladen	Finch, Deborah	Vance
Pecora, Carolyn	Vance	Fulford Rhodes, Sarah Beth	Pitt
Phillips, Robin	Northampton	Gambill, Susie	Alleghany
Pollard, Becky	Onslow	Gasperson-Justice, Kim	Henderson
Pritchard, Joyce	Pasquotank	Green Cooper, Laquitta	Northampton
Rector, Susan	Madison	Green Hyder, Pam	Polk
Reece, Bonnie	Cleveland	Handy, Janet	Wilkes
Reeves Roupe, Lizabeth	Alleghany	Hanson, Pam	Carteret
Reynolds, Gene	Tyrrell	Harrison, Paula	Camden
Rich, Pam	Lenoir	Hicks, Susan	Moore
Richard, Sherri	Craven	Hill, Pam	Randolph
Riddick, Laura	Wake	Holland Adams, Melissa	McDowell
Riggs, Tammy	Caswell	Holloway, Tammy	Graham
Riggsbee, Lunday	Chatham	James, vVasti	Bertie
Rogers, Sherri	Haywood	James Thornley, Connie	Pasquotank
Roten, Deaett	Ashe	Johnson, Shirley	Hertford
Spencer, Merita	Hyde	Johnson, Marsha	Harnett
Stewart, Carolyn	Graham	Johnson-Tonkins, Lisa	Guilford
Stith, Lisa	Wilson	Joyner, Rachel	Nash
Storey, Melanie	Hertford	Kelly Tucker, Kim	Cumberland
Townsend, Joann	Watauga	Kennedy, Jan	New Hanover
Whitehurst, Jennifer Leggett	Beaufort	Knox, Jennifer	Wake
Whitmire, Sheila	Polk	Leggett, Tonya	Martin
Wilson, Annie	Bertie	Lowman, Mabel	Burke
Young, Kathy	Stokes	McGraw Johnson, Mitzi	Cleveland
		McLeod, Evelyn	Hoke
		Melton, Ann	Jackson
		Minshew, Pam	Wayne
		Moulden, Denise	Washington
		O'Dell, Teresa	Surry
		Pugh, Brandy	Hyde
		Quinn Harrell, Katie	Duplin
		Ray, June	Haywood
<b>County Clerk of Court:</b>			
Allen White, Carol	Edgecombe		
Ashe, Rita	Transylvania		
Barker, Deborah	Person		
Barlow, Pam	Ashe		
Beaman, Sandy	Greene		
Brown, Lisa	Onslow		

Richards Sigmon, Kim	Catawba	Greene, Fannie	Northampton
Riddle McEntyre, Tammy	Yancey	Greene, Vicki	Jackson
Sharp, Terri	Craven	Hales, Diana	Chatham
Smith, Shelena	Robeson	Harmon Laws, Maxine	Avery
Speaks Frye, Susan	Forsyth	Harris, Viola	Edgecombe
Spragins, Becky	Halifax	Heir-Williams, Million	Onslow
Stroud, Dawn	Lenoir	Hicks, Martha	Avery
Thomas, Susie	Lee	Hofler, Linda	Gates
Wiggins, Nell	Gates	Holmes, Jessica	Wake
Williams Holcomb, Beth	Yadkin	Honeycutt, Diane	Cabarrus County
		Howard, Karen	Chatham
		Howerton, Brenda	Durham
		Hux, Rachel	Halifax
		Ikner, Barbara	Onslow
		Ipock Riggs, Sondra	Jones
		Jacobs, Wendy	Durham
		Johnson, Carolyn	Halifax
		Johnson, Tracey	Washington
		Jones, Holly	Buncombe
		Jones, Ronda	Stokes
		Jordan, Jennifer	Warren
		Klusman, Judy	Rowan
		Lacey, Faye	Avery
		Leake, Vilma	Mecklenburg
		Lee, Sue	Sampson
		Lee, Tammy	Bertie
		Lemel, Page	Transylvania
		Leys, Karen	Alleghany
		Lowder, Jann	Stanly
		Martin, Cecelia	Lincoln
		Massey, Linda	Alamance
		McCall, Carol	Scotland
		McKoy, Barbara	Harnett
		Mele, Christie	Pamlico
		Midgett Umphlett, Margarette	Dare
		Mynatt, Grace	Cabarrus County
		Orr, Connie	Graham
		Parker, Bettie	Pasquotank
		Parks, Frances	Duplin
		Pelissier, Bernadette	Orange
		Perkins Williams, Mary	Pitt
		Poole, Liz	Cabarrus County
		Pope, Cookie	Johnston
		Powell, Evelyn	Edgecombe
<b>County Commissioners:</b>			
Alexander Holton, Ann	Pamlico		
Allen, Susan	Cleveland		
Atkinson, Leslie	Wilson		
Austin, Jill	Yancey		
Baker, Bertadean	Warren		
Barnes, Kitty	Catawba		
Barnes, Lisa	Nash		
Baucom, Anna	Anson		
Bazemore, Byrd	Bertie		
Beatty, Barbara	Catawba		
Blanks, Delilah	Bladen		
Blizzard, Susan	Greene		
Blue Gholston, Betty	Scotland		
Boswell, Beverly	Dare		
Brown, Deborah	Vance		
Brown, Jackie	Lenoir		
Cashion, Kay	Guilford		
Cole, Janice	Perquimans County		
Coleman, Carolyn	Guilford		
Cotham, Pat	Mecklenburg		
Council, Jeannette	Cumberland		
Crittenton, Elaine	Carteret		
Dalrymple, Amy	Lee		
Dawson, Beth	New Hanover		
Day Burroughs, Mia	Orange		
DeBruhl, Miranda	Buncombe		
Duckwell, Sandra	Camden		
Edmonds Butler, Sherry	Catawba		
Foster, J. Carlvena	Guilford		
Frost, Ellen	Buncombe		
Gilbert, Marion	Currituck		
Graham, Catherine	Moore		



Powers, Anita	Duplin
Prescott, Pat	Pamlico
Price, Renee	Orange
Reckhow, Ellen	Durham
Rich, Penny	Orange
Richardson, Lou	Nash
Rouse Sutton, Linda	Lenoir
Scarborough, Ella	Mecklenburg
Spruill, Virginia	Northampton
Sturdivant, Vancine	Anson
Sullivan, Caroline	Wake
Sykes, Pat	Brunswick
Ward, Beth	Pitt
Ward, Betty Lou	Wake
Wells, Mary	Nash
Whisenhunt, Gloria	Forsyth

**School Board Members:**

Adams, Pat	Greene
Aldridge, Kathey	Avery
Alexander, Sandra	Guilford
Allen, Lucinda	Polk
Allen Wilson, Jane	Chatham
Almond, Mitzie	Stanly
Appler, Kate	Mt. Airy
Arrowood, Wanda	Cherokee
Avery, Joan	Lincoln
Aydlett, Sissy	Camden
Babson, Shirley	Brunswick
Bailey Burleson, Angela	Mitchell
Balmer, Barbara	Weldon City
Banks, Theresa	Madison
Barnes, Velma	Wilson
Basnight, Bea	Dare
Bedford, Jamezetta	Chapel Hill-Carrboro
Bell, Amanda	Rockingham
Bennett, Marilyn	Anson
Bennett, Vivian	Harnett
Beyer, Natalie	Durham
Bledsoe, Amy	Mt. Airy
Blount-Williams, Mary	Pitt
Boles, Becky	Stokes
Bonham, Anna	Iredell
Boomer, Frances	Craven

Boone, Glendale	Gates
Booth, Eltha	Beaufort
Bordley, Leah	Durham
Bottomley, Amy	Alleghany
Boyd, Leslie	Union
Boyd-Williams, Barbara	Beaufort
Boyette, Beverly	Wilson
Bradsher, Margaret	Person
Branch, Teresa	Caldwell
Brayboy, Barbara	Warren
Brewer, Linda	Roanoke Rapids
Bright, Sherry	Rutherford
Brodie, Debra	Franklin
Brogan, Tamara	Lee
Brown, Brenda	Nash
Brown, Mary	Sampson
Brown, Sandra	Lee
Brownstein, Michelle	Chapel Hill-Carrboro
Brzykcy, Caryn	Alexander
Buchanan, Doris	Kannapolis
Buffington, Rebecca	Guilford
Buie, Barbara	Hoke
Bulluck, Evelyn	Nash
Bunch, Jean	Edenton-Chowan
Burden, Patricia	Wayne
Burgin, Candy	Lincoln
Burns, Mellie	Swain
Byers-Bailey, Thelma	Mecklenburg
Byrd-Robinson, Tanya	Weldon City
Carpenter, Carolyn	Cabarrus
Carriker, Wendy	Mt. Airy
Carter, Heidi	Durham
Caudill Jones, Dana	Forsyth
Cavanaugh, Janice	New Hanover
Champion, Rosemary	Franklin
Chandler, Myra	Hyde
Chavis-Battle, Doneva	Nash
Cherry, Dot	Gaston
Chisolm, Alicia	Cumberland
Churchill, Amy	Buncombe
Clark, Belinda	Thomasville
Clark, Lois	Washington
Coffey, Donna	Orange
Coffey, Linda	Caldwell

Cole, Jackie	Alamance	Evans, Melissa	Macon
Coltrane, Emily	Randolph	Evans, Susan	Wake
Cooke, Catherine	Brunswick	Fairley-Ferebee, Brenda	Robeson
Cooper, Elizabeth	Jackson	Falls, Kathy	Cleveland
Corley, Rhonda	Polk	Farren, Kathy	Moore
Corn, Mary Louise	Henderson	Felton, Zora	Wake
Correll, Julie	Hickory	Fisher, Mary Frances	Roanoke Rapids
Cotton, Wanda	Clay	Fitch, Christine	Wilson
Council, Barbara	Martin	Forte-Brown, Minnie	Durham
Council, Mildred	Pitt	Fox, Sue	Transylvania
Covil, Tammy	New Hanover	Franklin, Ann	Buncombe
Cox, Aleta	Hyde	Fulcher, June	Carteret
Cox, Sonya	Stokes	Gaddis, Darnell	Currituck
Cox, Susan	Perquimans	Gant, Allison	Alamance
Cox, Susan	Rowan	Garland, Gladys	Caswell
Craft, Dwan	Currituck	Garrett, Darlene	Guilford
Cranford, Linda	Asheboro	Gates, Pat	Scotland
Dailey, June	Caswell	Gay, Faye	Sampson
Dalman, Peggy	Asheville	Georgina, Georgina	Clinton
Dancy-Brown, Alicia	Mt. Airy	Gibson, Carol Ann	Anson
Darsie, Dottie	Caldwell	Goins Clark, Lori	Forsyth
Davidson, Janice	Edgecombe	Grant, Precious	Asheville
Davis, Cathy	Lincoln	Greene, Alberta	Weldon City
Davis, Lisa	Anson	Guthrie, Dot	Gaston
Davis, Valencia	Roanoke Rapids	Hagan Massey, Lori	Madison
Davis Waddell, Joyce	Mecklenburg	Hale, Tiffany	Weldon City
Deese, Jane	Roanoke Rapids	Hall, Beverly	Newton-Conover
DeFreece, Loistine	Robeson	Hall, Mary	Jones
Dicken, Olga	Edgecombe	Hall, Millie	Kannapolis
Doherty, Caroline	Pitt	Hallum, Jacquelyn	Asheville
Dudley, Tarsha	Bertie	Hampton, Jackie	Rutherford
Dunbar, Robin	Tyrrell	Hardy, Debbie	Halifax
Edna, Edna	Burke	Harrell, Sharon	Union
Edwards, Lucy	Northampton	Harrington, Joyce	Asheboro
Edwards, Marjorie	Northampton	Harris-Ramseur, Angie	Newton-Conover
Edwards, Pam	Duplin	Hartness, Ruth	Vance
Edwards, Sharon	Graham	Hawkins, Carolyn	Halifax
Edwards, Lisa	Henderson	Hayes, Anna	Lexington
Edwards Batts, Leisa	Greene	Hayes, Deena	Guilford
Elliot, Glorious	Edenton-Chowan	Haynes, Cindy	Iredell
Ellis, Margaret	Vance	Helms, Christina	Union
Ellis-Stewart, Ericka	Mecklenburg	Hemric, Jennifer	Yadkin
Estep, Lisa	New Hanover	Herring, Katherine	Pender
Etheridge, Karen	Currituck	Hogan, Debbie	Cherokee

Hoover, Virginia	Rockingham	Livingston, Ophelia	Lee
Horne, Wendy	Davie	Long, Ann	Montgomery
Houston, Virginia	Elizabeth City	Lowder Oliver, Tracy	Stanly
	Pasquotank	Lowery, Jo Ann	Robeson
Howard, Karen	Chatham	Lynch-Evans, Susie	Halifax
Hudson, Donna	Caswell	Lynn Holt, Amy	Henderson
Huffman, Sharron	Wilkes	Maynor, Della	Hoke
Hughes Carlyle, Wendy	Lee	Mays, Beatrice	Pamlico
Humphries, Judy	Pamlico	McAllister McRae, Rosa	Hoke
Hunter, Donna	Halifax	McCall, Stephanie	Macon
Hunter, Janice	Lexington	McCollum, Elaine	Rockingham
Jackson, Judy	Polk	McCoy, Tawny	Transylvania
Jarrett, Jeanne	Newton-Conover	McCray, Mary	Mecklenburg
Johnson, Dorothy	Johnston	McDuffie, Angela	Lexington
Johnson, Emma	Bertie	McKinney, Lorie	Rockingham
Johnson, Evenlyn	Edgecombe	McMahon, Cindy	Buncombe
Johnson, Jo Davis	Bertie	McRae, Margaret	Jackson
Johnson, Sallie	Hickory	McRee, Marilyn	Catawba
Johnson, Sylvia	Caswell	Merrell, Melissa	Union
Johnson-Hostler, Monika	Wake	Messick, Pat	Stokes
Jones, Joanne	Hertford	Metcalf, Jeannie	Forsyth
Jones, Polly	Ashe	Miller, Sandra	Montgomery
Kafer, Jennifer	Person	Miller, Shearra	Cleveland
Keeter, Cathy	Roanoke Rapids	Mills, Angela	Stanly
Keever, Carolyn	Rutherford	Milner, Lynn	Haywood
Keith, Elizabeth	Franklin	Monroe, Amy	Hickory
Kennedy, Jean	Rowan	Moomaw, Amy	McDowell
Kent, Ann	Edgecombe	Mosley, Terri	Surry
Kidd, Gidget	Asheboro	Motsinger, Elisabeth	Forsyth
Kinsey, Barbara	Watauga	Munn-Goins, Ophelia	Bladen
Kushner, Christine	Wake	Musgrave, Judy	Cumberland
Laird-Large, Ali	Jackson	Nichols, Jeannette	New Hanover
Lane, Shirley	Granville	Ormsby, Bobbie Sue	Richmond
Lashley, Joyce	Halifax	Owens, Barbara	Davie
Lassiter, Lynne	Warren	Oxendine, Darlynn	Vance
Laura, Laura	Moore	Page, Sherry	Polk
Lawler, Margaret	Dare	Peed, E.C.	Beaufort
Lay, Kimberly	Swain	Petit, Cindy	Transylvania
Leah, Leah	Asheville	Pickett, Irish	Hoke
Leggett, Addie	Martin	Pittman Aiken, Irene	Richmond
Lennon, Rhonda	Mecklenburg	Pope, Margaret	Hickory
Linebeger, Enola	Moore	Porter, Sheila	Hertford
Little, Bobbie	Anson	Powell, Debora	Wilson
Livengood, Carol	Davie	Powell, Sonya	Sampson

Pratt, Beulah	Anson	Tillman, Freda	Person
Pureza, Pamela	Elizabeth City	Trail, Vicki	Davidson
	Pasquotank	Turner, Del	Chatham
Redding, Jane	Asheboro	Tuttle, Lynn	Rockingham
Reese, Brenda	Watauga	Tyner, Jeanne	Yancey
Rhyne, Brigitte	Alexander	Vaughn, Sherry	Stanly
Richard, Synthia	Franklin	Viser, Diane	Clinton
Rickard, Danita	Kannapolis	Walker, Andrea	Thomasville
Roberts, Catherine	Gaston	Walker, Bonnell	Bladen
Rogers, Kandle	Whiteville	Walsh, Vicki	Graham
Rose, Nell	Rockingham	Warden, Sharon	Elizabeth City
Rouse, Karen	Pender		Pasquotank
Routh, Nancy	Guilford	Washington, LaShawda	Nash
Sartin, Betty	Caswell	Weatherman, Angie	Yancey
Satterfield, Lois	Graham	Welborn, Linda	Guilford
Savage, Marce	Union	West Murphy, Tina	Greene
Sayles, Paige	Franklin	White, Anne	Perquimans
Schandavel, Rhonda	Haywood	White, Charlotte	Dare
Scott, Marva	Edgecombe	White, Donna	Johnston
Scott, Roberta	Warren	White, Gloria	Vance
Sellers, Wendy	Thomasville	Whitehurst, Claire	Gates
Shaw Wilson, Evelyn	Edgecombe	Wilkins-Chavis, Peggy	Robeson
Simpson, Patsy	Alamance	Williams, Charlotte	Hickory
Smith, Beatrice	Craven	Williams, Dorothy	Vance
Smith, Kim	Craven	Williams, Rosa	Orange
Smith, Peggy	Johnston	Williams, Susan	Cumberland
Spaugh, Amy	Perquimans	Wilson, Sue	Mooreville
Spencer, Janie	Tyrrell	Woody Young, Kathy	Mitchell
Spruill, Mackie	Pamlico	Worley, Carol	Clinton
Stanley, Summer	Scotland	Wright, Kay	Edenton-Chowan
Starnes, Cathy	Catawba	Wright, Ophelia	Rockingham
Stephens, Brenda	Orange	Wyatt, Barbara	Madison
Stokes Streater, Annetta	Chapel Hill-Carrboro	Yates, Arlene	Perquimans
Strickland, Jennifer	Wayne	Yates, Barbara	Columbus
Sutphin, Mamie	Surry		
Sutton, Carrie	Cumberland	<b>City and Towns Councils:</b>	
Swain, Beverly	Tyrrell	Abel, Patti	Franklin
Taylor, Deanna	Forsyth	Abuzuaiter, Marikay	Greensboro
Taylor, Rhonda	Northampton	Adams, Denise	Winston-Salem
Thomas, Catherine	Burke	Adams, Mary Jo	Laurinburg
Thomas, Linda	Craven	Adams, Susie	Weldon
Thomas, Pamela	Onslow	Ahlens, Deborah	Caswell Beach
Thompson, Pamela	Alamance	Albury, Nelva	Surf City
Threadgill, Shirley	Montgomery	Alexander, Karen	Salisbury

Allen, Kelly	Haw River	Bright, Dee Dee	Forest City
Allen, Mary	Jamesville	Bright, Mary Grace	Grifton
Alston, Sylvia	Littleton	Brinkley, Shirley	Mount Airy
Anderson, Karen	Pine Level	Britt, Margaret	Warrenton
Anderson, Stacey	Davidson	Brown, Minie	Navassa
Armstrong, Cordie	Pilot Mountain	Brown Matute, Wanda	Parkton
Ashley, Gwen	Jefferson	Buccilli, Daria	Calabash
Auditori, Jill	Mebane	Buchanan, Judy	Burnsville
Avery, Luci	River Bend	Bundren, Cathera	Alamance
Ayers, Jacky	Robbinsville	Burke, Vivian	Winston-Salem
Baker, Janet	Maysville	Burns, Caryl	Granite Falls
Baker, Jean	Elizabeth City	Burris, Martha	Lowell
Baldwin, Mary Ann	Raleigh	Burton, Gwen	Wilson
Baldwin, Pamela	Pittsboro	Bush, Lori	Cary
Bales, Melinda	Huntersville	Butler, Alice	Roseboro
Balock, Melissa	Randlman	Byers, Mary Ann	Plymouth
Banks, Brenda	Hildebran	Byrd, Fleta	Wilson's Mills
Banks, Janet	Maggie Valley	Cagle, Shirley	Bermuda Run
Banks, Ruth	Burnsville	Cahoon, Renee	Nags Head
Bare, Christy	Rutherfordton	Cain, Sandra	St. Pauls
Barnes, Dena	Summerfield	Cameron, Mary	Clemmons
Barrett, Diane	Lake Lure	Campbell, Linda	Norwood
Barton, Mavis	Bear Grass	Campbell, Martha	Montreat
Batleman, Pat	Leland	Campbell, Sylvia	Elizabethtown
Batt, Ann	Atlantic Beach	Carpenter, Barbara	Red Cross
Begley, Kolleen	Forest Hills	Carpenter, Norma	Marshville
Behringer, Kathy	Garner	Carraway, Catherine	Hookerton
Bell, Donna	Chapel Hill	Carroll Miller, Chris	Rocky Mount
Berry, Dianne	Kannapolis	Carson, Patsy	Erwin
Birch, Barbara	Newton Grove	Carter, Ann	Beaufort
Bivens, Margaret	Marshville	Carter, Linda	Asheboro
Blackburn, Linda	Ahoskie	Casey, Carolyn	Minnesott Beach
Blackburn, Marion	Greenville	Cashion, Beth	Davidson
Blackwell, Maggie	Salisbury	Catotti, Diane	Durham
Blain Johnson, Ghee	St. Pauls	Caviness, Nancy	Duck
Blanton, Janice	Webster	Chambers, Brenda	Ellerbe
Blevins, Derelne	Sawmills	Chambers, Deloris	Badin
Boy Freeman, Julia	Waynesville	Chaney, Bethany	Carrboro
Boyd, Betty	Rowland	Childs, Mary	Southport
Bozeman, Brenda	Leland	Clanton, Julia	Harmony
Bragg, Rena	Holly Ridge	Clay, Charlene	Bunn
Bray, Cindy	Siler City	Clements, Karin	Jackson
Breeden, Judy	Lillington	Cochran, Deborah	Mount Airy
Breyare, Carolyn	Mount Holly	Coffey, Sara	Henderson

Coffey, Valerie	Mineral Springs	Edwards, Carole	Canton
Cogburn, Fran	Biltmore Forest	Edwards, Pat	Hope Mills
Coker-Craig, Suzanne	Pinetops	Ehlinger, Kay	Seven Devils
Cole-McFadden, Cora	Durham	Ellis Norman, Patti	Earl
Coletta, Anne	Flat Rock	Emory, Christene	Butner
Coletta, Theresa	Burnsville	Enoch, Remonia	Green Level
Conaway, Sharon	Walnut Cove	Ester, Karen	Catawba
Conner, Evelyn	Wentworth	Evans Armstrong, Lori	Stoneville
Conrad, Benita	Harrisburg	Evonovich Jones, Nancy	St. Helena
Cook, Virginia	Hildebran	Ferguson, Debbie	North Wilkesboro
Cooper, Shirley	Salemburg	Fields, Patricia	Oxford
Cordrey, Mary	Stem	Flowers, Alicia	Summerfield
Corpening, Tammy	East Spencer	Fonveille, Miona	Tabor City
Coughlin, Sandra	Lake Park	Fowler, Deborah	Pineville
Covington, Paula	Mount Gilead	Frank Fleming-Adkins, Mary	Cleveland
Cowen, Carol	Roanoke Rapids	Franklin, Carroll	Drexel
Craig, Brenda	Gastonia	Franklin, Sheila	Fletcher
Craven, Evon	Ellerbe	Franklin, Sherry	Faison
Crawley, Mary Ann	Jackson	Frazier, Debbie	Trinity
Credle, Lois	Mesic	Frazzini, Christina	Marvin
Crisp, Janine	Bryson City	Friede, Sarah	Carolina Beach
Critz, Janet	Mineral Springs	Frusco, Leslie	Foxfire
Crowder, Jane	Leland	Fuller, Anita	Franklinton
Crowder, Kay	Raleigh	Furman, Louise	Chocowinity
Cureton, Lundeen	Mineral Springs	Furr, Lori	Mount Pleasant
Daniels, Barbara Jean	Halifax	Gantt, Linda	Trinity
Darnell, Anita	Jonesville	Gardner, Daune	Waxhaw
Davenport, Mary Alice	Ayden	Garvey, Brenda	River Bend
Davies, Sheila	Kill Devil Hills	Gelbaugh, Mary	Sylva
Davis, Cherrye	Middlesex	Giezentanner, Debbie	Woodfin
Davis, Cynthia	High Point	Gilchrist, Margaret	Maxton
Davis, Gloria	Williamston	Gist, Jacquelyn	Carrboro
Davis-Oliver, Monta	Yadkinville	Glidden, Barbara	Boiling Spring Lakes
Davy, Kady-Ann	Fayetteville	Glover, Rose	Greenville
Dawson, Janet	Burgaw	Gobble Martin, Regina	Holden Beach
Debnam, Clara	Littleton	Goodwin, Elease	Aberdeen
DeBolt, Abbe	Whispering Pines	Graham, Catherine	Carthage
Dingler, Anita	Holly Ridge	Graves, Carissa	Green Level
Doggett, Juanita	Marion	Gravett, Darlene	Boiling Springs
Dozier, Nicole	Apex	Gray, Virginia	Wendell
Driver, Betty	Yadkinville	Green, Nikki	Robbins
Duncan, Debra	Monroe	Green, Renee	Stem
Duncan, Ramona	Connelly Springs	Green Fallon, Claire	Charlotte
Dus, Rebecca	St. James	Greene, Paula	Elizabethtown

Greene, Sally	Chapel Hill	Hollinshed, Marianna	Beaufort
Griffin, Charlotte	Bear Grass	Holloman, Diane	Grimesland
Grouse, Sharon	Franklinville	Holman, Lillian	Hertford
Grubb, Deanna	Denton	Holt, Terri	Robbins
Gwynn, Odessa	Yanceyville	Hudson, Cheryl	Eastover
Hackney, Sharon	Hobgood	Hughes, Martha	Albemarle
Hadley, Pamela	Weddington	Hummer, Anita	Elizabeth City
Hall, Martha Sue	Albemarle	Hunt, Doris Elizabeth	Rowland
Halligan, Chris	Atkinson	Hunt Williams, Linda	Holly Springs
Hamilton, Barbara	Sylva	Hunter, Mary	Warrenton
Hammond, Dolores	Laurinburg	Hurley, A. C.	Franklinville
Hampton, Angela	Eden	Hutchens, Lestine	Elkin
Handley, Joyce	Franklin	Jack, Pam	Lake Park
Harding, Darla	Spruce Pine	Jamerson, Sheryl	Flat Rock
Harding, Kimberly	Warrenton	Jarman, Kelly	Kinston
Hardy, Marti	Caswell Beach	Jaynes, Valerie	Newland
Harrell, Elizabeth	Bear Grass	Johnson, Beverly	Norwood
Harrington, Janet	Broadway	Johnson, Cindy	Wallburg
Harris, Joan	Wilson's Mills	Johnson, Cynthia	Maxton
Harris, Maxine	Clinton	Johnson, Dianne	Lillington
Harris Shelton, Pat	Thomasville	Johnson, Liz	Morrisville
Harrison, Barbara	Weddington	Johnson, Michelle	Carrboro
Hart, Kerry	Stanley	Johnson, Phronice	East Spencer
Harvey, Georgia	Oakboro	Johnson, Yvonne	Greensboro
Harwood, Anne	Badin	Joines, Agnes	Sparta
Hasty, Laura	Peachland	Jones, Arlene	Chocowinity
Haven-O'Donnell, Randee	Carrboro	Jones, Doris	Hookerton
Hawkins, Brenda	Simpson	Jones, Ophelia	Sedalia
Haynes, Margaret	Wilmington	Jones, Vivian	Wake Forest
Haynie, Billie Jean	Marshall	Jordan, Deborah	Tarboro
Herman, Cecilia	Calabash	Joyner, Tracey	Enfield
Hess, Jodi	Southern Shores	Katalinic, Judith	St. Helena
Hicks Cates, Vicky	Butner	Keller, Cindy	Beech Mountain
Hightower, Sharon	Greensboro	Kellis, Rora	Vass
Hildebran, Francis	Valdese	Kenary, Jeannine	Wesley Chapel
Hill, Alyce	High Point	Kenyon, Caroline	Faison
Hill, Robin	Parkton	Keziah, Lynn	Monroe
Hill Murphy, Winifred	Garland	King, Elizabeth	Wrightsville Beach
Himbry, Vennie	Bayboro	King, Milta	Kenansville
Hinton, Louise	Nashville	Kinsey, Patsy	Charlotte
Hoffmann, Nancy	Greensboro	Kirkland, Cathy	Stanley
Hogan, Barbara	Denton	Kitts, Kathy	Midland
Hogan, Heidi	Littleton	Klutz, Emilie	Kitty Hawk
Hollingsworth, Ann	Brevard	Knight, Mary Louise	Calabash

Knowles, Kay	St. Helena	Martin, Carlyn	Jamesville
Koonce, Kandy	Richlands	Mason, Lynne	Boone
Lacy, Jackie	Selma	Maurer, Barbara	River Bend
Lamm, Peggy	Lucama	Mayfield, LaWana	Charlotte
LaMonica, Melody	Mineral Springs	McAulay, Sarah	Huntersville
Lance-Stone, Bert	Archdale	McCathen, Kay	Bessemer City
Lanier, Tonya	Lexington	McClellan, Elizabeth	Summerfield
Lasky, Bonnie	Boonville	McCulloch, Cicely	Elkin
Laughlin, Dianne	Summerfield	McFarlane, Nancy	Raleigh
Lavelle, Lydia	Carrboro	McGee, Joyce	Tobaccoville
Lawing, Mary Bess	Newton	McKinney, Donetta	Newland
Lawrence, Tammy	Cramerton	McLean, Amelia Ann	Fairmont
Lawson, Kim	Ellenboro	McLean, Sally	Maxton
Leak-McKenzie, Carol	Fairmont	McLeod, Happy	Tryon
Ledford, Sue	Bakersville	McMurray, Pat Ann	Aberdeen
Lee, Cheri Ann	Holly Springs	McNeill, Eula	Red Springs
Lee, Sandy	Four Oaks	McRae, Barbara	Franklin
Lee, Veronica	La Grange	McRary Kirby, Trena	Saratoga
Lee Lavender, Elizabeth	Earl	Meacham, Julia	Weldon
Leight, Molly	Winston-Salem	Mease, Carroll	Clyde
Lemel, Page	Rosman	Melahn, Sandy	Calabash
Leonard, Michelle	Bethania	Meliski, Barbara	Chimney Rock
Lewis, Ann	Middlesex	Melvin, Carolyn	Garland
Lewis, Anne	Fremont	Mennella, Dona	Laurel Park
Lewis, Karen	Havelock	Mercer, Sherry	Bunn
Lewis, Kim	Walnut Cove	Metcalf, Margaret	Columbus
Lewis, Lynn	Walnut Cove	Michael, Trina	Maiden
Lexo, Michelle	Whispering Pines	Miller, Sandy	Holden Beach
Locklear, Effie	Ranlo	Miller, Virginia Gail	Swapsonville
Locklear, Theresa	Pembroke	Mims, Del	Creedmor
Loflin, Julie	Denton	Mock, Sandra	Lewisville
Long, Ann	Wade	Montgomery, Lynn	Jamestown
Long, Betty	Kenansville	Moore, Cheryl	Wentworth
Long, Elizabeth	Fairview	Morgan, Dawn	Kernersville
Loomis, Doris	Biltmore Forest	Morgan, Virginia	Marshville
Love, Jean	Rowland	Morrow, Darlene	Dallas
Lowe, Martha	Lake Waccamaw	Moss, Laladge	Earl
Lowman, Barbara	Hildebran	Mull, Gail	Canton
Lucas, Denise	Spring Lake	Myers, Elaine	Ahoskie
Lyerly, Brenda	Banner Elk	Nash, Dottie	Monroe
Lyles, Vi	Charlotte	Needham, Linda	Pilot Mountain
Malker Duff, Stacey	Dallas	Neill King, Mary	Raeford
Mallett, Barbara	East Spencer	Neill, Peggy	Mineral Springs
Manheimer, Esther	Asheville	Nelson, Veronica	Sedalia



Newell, Marilyn	Roxboro	Redd, Catt	Youngsville
Nixon, Mary	Plymouth	Reeve, Anne	Wake Forest
Nixon-Roney, Georgia	Jamestown	Reid, Joyce	Fremont
Noblitt, Sue	Brookford	Revels, Veronica	Gibsonville
Odum, Gloria	Murfreesboro	Rheubottom, Brandi	Kill Devil Hills
Ogletree, Midge	Columbia	Rhyne, Linda	Ranlo
Oliver, Cheryl	Selma	Richardson, Vera	Mount Gilead
Oliver, Doris	Pollocksville	Riley, Jean	Carthage
Oliver, Kelly	Yadkinville	Roberson, Roxanna	Newland
Owens, Sandra	Columbia	Roberson, Veronica	Winterville
Padgett, Laura	Wilmington	Robinson, Jennifer	Cary
Painter, Carol	Oak Island	Robinson, Kimberly	Weldon
Pait, Vickie	Whiteville	Robinson, Linda	Coats
Palmer, Maria	Chapel Hill	Rodes, Tracy	Webster
Pangle Brooks, Janet	Robbinsville	Rogers, Joyce	Harmony
Parker, Elizabeth	Bridgeton	Rogers, Patricia	Nashville
Parsley, Jennifer	Concord	Rogers Davis, Melissa	Pineville
Patterson, Amy	Hillsborough	Romanow, Deborah	Stallings
Patterson, Jeanette	Shelby	Rosoff, Elaine	Wesley Chapel
Patton, Jill	Hickory	Ross, Katrina	Mint Hill
Payne, Aileen	Marshall	Ross, Phyllis	Ayden
Peace-Jenkins, Brenda	Henderson	Roy Fiorillo, Nancy	Pinehurst
Peele, Nancy	Manteo	Rudd, Ann	Pollocksville
Pena, Jennifer	Boone	Ruffin, Carol	Tarboro
Pender, Florence	Pinetops	Rumley, Lynn	Cooleemee
Philipps, Patty	Mebane	Russel Jordan, Linda	Butner
Phillips, Claire	Pinehurst	Saunders, Doreen	Cape Carteret
Pierce, LeAnn	Carolina Beach	Scarborough, Suetta	Roanoke Rapids
Pigford, Janice	Beulaville	Schaible, Patricia	New Bern
Piland, Sara	Eastover	Schardien, Donna	Belville
Pippin, Linda	Bunn	Scott, Carol	Sunset Beach
Pitchford, Gerleen	Littleton	Scroggins-Johnson, Vicki	Morrisville
Platt, Brenda	Madison	Senehi, Rose	Chimney Rock
Plyler, Becky	Wesley Chapel	Sergeant, Jackie	Oxford
Ponds, Mary	Granite Quarry	Shackleford, Geraldine	Snow Hill
Poole, Mary Ellen	Southport	Sharpe, Naydine	Alamance
Pope Bryson, Jackie	Woodfin	Sherrill, Dottie	Weaverville
Potter, Susie	Newland	Shifflette, Tracey	Kernersville
Powell, Iris	Wentworth	Shore-Smith, Lori	Tobaccoville
Price, Sarahlyn	Maggie Valley	Sigmon, Kim	Connelly Springs
Pritchard, Cheryl	Cajah's Mountain	Silvey, Mary Ann	Lake Lure
Puett, Jill	Cherryville	Simmons, Barbara	Enfield
Quails, Lisa	Mooreville	Simmons, Fearldine	Henderson
Quinn, Kimberly	Pilot Mountain	Simpson, Norma	Edenton

Sinclair Mason, Etsil	Farmville	Thomas, Crissy	Lenoir
Slattery, Noreen	Belville	Thompson, Clara	Simpson
Slaughter, Myra	Alamance	Thompson, Sara	Whiteville
Small, Ella Mae	Concord	Toler, Denise	Garland
Smiley, Natalie	Walnut Cove	Tolson, Joyce	Pinetops
Smith, Ann	Hudson	Truax, Minnie	Cape Carteret
Smith, Becky	Bessemer City	Turlington, Jean	Clinton
Smith, Debbie	Ocean Isle Beach	Turner, Beth	Pittsboro
Smith, Kandie	Greenville	Turner, Donna	Eden
Smothers, Rebecca	High Point	Turner, Pat	Swansboro
Snead, Jean	Cooleemee	Tuttle, Maggie	Black Mountain
Sossamon, Lynda	Sylva	Tyson, Elaine	Burgaw
Sottile, April	Chimney Rock	Underwood, Doris	Parkton
Spivey, Darlene	Trenton	VanCamp, Teresa	Southern Pines
Spivey, Kerry	Hamilton	Vann, Gwendolyn	Magnolia
Spraker, Wendi	Danbury	Vaughan, Nancy	Greensboro
Stack, Casandra	Benson	Vaughan-Jones, Amy	Mocksville
Standaert, Mary	Montreat	Venturi, Barb	Oriental
Stanley, Carolyn	Holly Ridge	Vicknair, Barbara	Murphy
Starnes, Christy	New London	Vines, Leah	Pinetops
Staton, Mamie	Hamilton	Vinson, Ann	Montreat
Stedman, Anne	Newton	Virgil, Linda	Sharpsburg
Steele, Shawna	Stallings	Volk, Barbara	Hendersonville
Stevenson, Susan	Valdese	Wade, Gail	Conway
Stewart, Emma	Louisburg	Walker, Christine	Manteo
Stilwell, Mary	Boiling Spring Lakes	Walker, Nancy	Spring Hope
Stinnett, Margaret	Wake Forest	Walker, Sherri	Reidsville
Stipe, Linda	North Topsail Beach	Wall Clark, Beverly	Zebulon
Stipe, Linda	Wagram	Wallace, Betty	Oak Island
Stoltz-Thompson, Deborah	Bethania	Wallace, Sarah	Murfreesboro
Stowe, Martha	Belmont	Walters, Regina	Bear Grass
Strawbridge, Marsha	Bunn	Walters, Susie	Nags Head
Strickland, Carla	Pleasant Garden	Ward, Ivana	Robersonville
Sullivan, Denise	Rockingham	Ware, Sandra	Cramerton
Sumpter, Sandy	Murphy	Warner, Jackie	Hope Mills
Sutherland, Fredricka	Spring Lake	Warren, Ashley	Haw River
Swain, Jill	Huntersville	Warrender, Dianne	Morehead City
Swearingen, Emilie	Kure Beach	Washington, Angelia	Jacksonville
Sweeting, Sue	Blowing Rock	Washington, Lorraine	Snow Hill
Taylor, Letta Jean	Montreat	Watkins, Lois	Rocky Mount
Taylor, Peggy	Wingate	Watson, Karen	Murphy
Testerman, Robin	Dobson	Weeks, Lisa	Wrightsville Beach
Thackerson, Ann	Earl	Weeks, Sandra	Ellenboro
Thibodeau, Monica	Duck	Welch, Kate	Bryson City

Wells, Marsha	Elm City	Jaynes, Valerie	Newland
West Green, Lynn	Broadway	Johnson, Beverly	Norwood
Whaley, Marsha	Rose Hill	Jones, Ophelia	Sedalia
Whedbee, Debbie	Winfall	Jones, Vivian	Wake Forest
Wheeler, Cindy	Whitsett	Kitts, Kathy	Midland
Whitaker, Bety	Rolesville	Knight, Mary Louise	Calabash
White, Elaine	Maysville	Lavell, Lydia	Carrboro
White-Lawrence, Vicki	Stokesdale	Lewis, Lynn	Walnut Cove
Whitley, Shannon	Rolesville	Long, Betty	Kenansville
Whitt, Janet	Danbury	Long, Elizabeth	Fairview
Wickre, Martha	Manteo	Lyerly, Brenda	Banner Elk
Wilkes, Rosa	Snow Hill	Mallett, Barbara	East Spencer
Wilkie, Denise	Apex	Manheimer, Esther	Asheville
Williamson, Betty	Ocean Isle Beach	Mason, Etsil	Farmville
Williamson, Bonnie	Kenly	McFarlane, Nancy	Raleigh
Wilson, Brenda	Havelock	McLean, Sally	Maxton
Wilson, Cathy	Windsor	Meacham, Julia	Weldon
Wilson Foley, Bett	Pittsboro	Meliski, Barbara	Chimney Rock
Winfrey, Sandy	Oriental	Morgan, Dawn	Kernersville
Winkler, Janet	Hudson	Murphy, Winifred	Garland
Wisler, Gwen	Asheville	Newell, Marilyn	Roxboro
Wrenwick, Shinita	Sedalia	Oliver, Cheryl	Selma
Wright, Maripat	Emerald Isle	Rogers, Joyce	Harmony
Wyhof, Rebecca	Sanford	Roy Fiorillo, Nanacy	Pinehurst
Young, Sheila	Holden Beach	Rumley, Lynn	Cooleemee
		Sergeant, Jackie	Oxford
		Simmons, Barbara	Enfield
		Smith, Becky	Bessemer City
		Smith, Debbie	Ocean Isle Beach
		Spivey, Darlene	Trenton
		Stedman, Anne	Newton
		Stoltz-Thompson, Deborah	Bethania
		Strawbridge, Marsha	Bunn
		Strickland, Carla	Pleasant Garden
		Swain, Jill	Huntersville
		Taylor, Letta Jean	Montreat
		Vaughan, Nancy	Greensboro
		Volk, Barbara	Hendersonville
		Wallace, Betty	Oak Island
		Warner, Jackie	Hope Mills
		Whitt, Janet	Danbury
		Winkler, Janet	Hudson
<b>Female Mayors:</b>			
Begley, Kolleen	Forest Hills		
Birch, Barbara	Newton Grove		
Bozeman, Brenda	Leland		
Bundren, Cathera	Alamance		
Campbell, Sylvia	Elizabethtown		
Carson, Patsy	Erwin		
Cochran, Deborah	Mount Airy		
Coletta, Theresa	Burnsville		
Cook, Virginia	Hildebran		
Davies, Sheila	Kill Devil Hills		
Dingler, Anita	Holly Ridge		
Dus, Rebecca	St. James		
Gardner, Daune	Waxhaw		
Green, Renee	Stem		
Griffin, Charlotte	Bear Grass		
Hunt, Doris Elizabeth	Rowland		
Hutchens, Lestine	Elkin		



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